



VIGNAN'S INSTITUTE OF MANAGEMENT AND TECHNOLOGY FOR WOMEN

[Sponsored by Lavu Educational Society]
(Approved by AICTE, New Delhi & Affiliated to JNTUH, Hyderabad.)
Kondapur (V), Ghatkesar (M), Medchal - Malkajgiri (D) - 501 301 Phone: +91 96529 10002/3



DETAILS OF PLACEMENTS FOR AY-2018-19

S.No.	Name of the student Placed	Program graduated from	Name of the Employer contact details	Pay Package at appointment	Page No.
1	G.NAVYA	Electrical and Electronics Engineering	Dynamatic Technologies Limited F67, C23-24, JKM Park, Sipcot Industrial Complex , Irrungattukottai, Kanchipuram District, Tamil Nadu, India, 602 105 Tel: +914427156049/51/52	1.44 LPA	11
2	G.TAPASWINI	Electrical and Electronics Engineering	Dynamatic Technologies Limited F67, C23-24, JKM Park, Sipcot Industrial Complex , Irrungattukottai, Kanchipuram District, Tamil Nadu, India, 602 105 Tel: +914427156049/51/52	1.44 LPA	12
3	T.ANUSRI	Electrical and Electronics Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	13
4	V.KEERTHI	Electrical and Electronics Engineering	Dynamatic Technologies Limited F67, C23-24, JKM Park, Sipcot Industrial Complex , Irrungattukottai, Kanchipuram District, Tamil Nadu, India, 602 105 Tel: +914427156049/51/52	1.44 LPA	14
5	B.DHARANI SRI	Electrical and Electronics Engineering	Dynamatic Technologies Limited F67, C23-24, JKM Park, Sipcot Industrial Complex , Irrungattukottai, Kanchipuram District, Tamil Nadu, India, 602 105 Tel: +914427156049/51/52	1.44 LPA	15
6	G.SHIREESHA	Electrical and Electronics Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	16
7	M.BHANU PRIYA	Electrical and Electronics Engineering	Dynamatic Technologies Limited F67, C23-24, JKM Park, Sipcot Industrial Complex , Irrungattukottai, Kanchipuram District, Tamil Nadu, India, 602 105 Tel: +914427156049/51/52	1.44 LPA	17
8	P.SUSHMA	Electrical and Electronics Engineering	Dynamatic Technologies Limited F67, C23-24, JKM Park, Sipcot Industrial Complex , Irrungattukottai, Kanchipuram District, Tamil Nadu, India, 602 105 Tel: +914427156049/51/52	1.44 LPA	18
9	S.KEERTHI SRI	Electrical and Electronics Engineering	Dynamatic Technologies Limited F67, C23-24, JKM Park, Sipcot Industrial Complex , Irrungattukottai, Kanchipuram District, Tamil Nadu, India, 602 105 Tel: +914427156049/51/52	1.44 LPA	19
10	S.SOWJANYA	Electrical and Electronics Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	20




PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur (V), Ghatkesar (M), Medchal-Malkajgiri (Dt)-501301
Telangana State

11	V.ANNAPURNA	Electrical and Electronics Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	21
12	CH.RACHANA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	22
13	G.SRAVANI	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	23
14	H.V.N HARI PRIYA	Electronics and Communication Engineering	SAVANTIS,2nd Floor, Plot No. 7/3/H, V3 Tech Enclave, near Raidurg Metro Station, opposite to Raheja Mind Space, Sector 3,HITEC City, Telangana 500081	2.22 LPA	24
15	J. PRANAYA REDDY	Electronics and Communication Engineering	Tata Consultancy Services Deccan Park, No.1software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040-66672000 Fax: 040-66672232	3.36 LPA	25
16	K.TEJA SRI	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	43
17	K.NIKHITHA	Electronics and Communication Engineering	SAVANTIS,2nd Floor, Plot No. 7/3/H, V3 Tech Enclave, near Raidurg Metro Station, opposite to Raheja Mind Space, Sector 3,HITEC City, Telangana 500081	2.22 LPA	44
18	K. PRATHYUSHA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	45
19	K.SONIA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	46
20	M.NIKHITHA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	47
21	MATTI PALLAVI	Electronics and Communication Engineering	Teleperformance, Prameela Plaza, Plot No. 21&44, New bowenpally Rd, Sri Malini Colony Thokata, Tar Bund, Bowenpally, Secunderabad, Telangana 500009 Phone: 040 6746 1863	2.4 LPA	48
22	PAPINENI BHAVANA	Electronics and Communication Engineering	Rythmos India Private Limited Kapil Towers, 3rd Floor, Sy No: 115/1, Financial District, Nanakramguda, Hyderabad, Telangana - 500032. Phone:040 65511515, 65521515	3 LPA	49
23	P.RAMYA REDDY	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	51

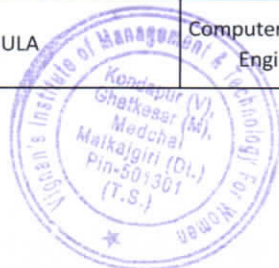


Vignana's Institute of Management & Technology
Kondapur (V), Ghatkesar (M), Medchal Malkajgiri (Dt)-501301
Telangana State

24	S VARSHINI	Electronics and Communication Engineering	Amazon, 3rd to 7th Floor, Tower 1, GAR Laxmi Infobahn, SEZ, Kokapet, Hyderabad 500075 Ph: 7799882820	2.25 LPA	52
25	S.VARSHINI	Electronics and Communication Engineering	Savantis Solutions India Private Limited Plot No. 56/8, 3rd Floor, Power Mech IT Park Opp Hitex Road, Jubilee Enclave, Madhapur, Hyderabad TS 500081 INDIA	2.22 LPA	53
26	S. SWETHA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	54
27	V.ARCHANA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	55
28	B.PRIYANKA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	56
29	D.SUGANDA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	57
30	G.NIKITHA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	58
31	J.MOUNIKA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	59
32	KAVYA REDDY	Electronics and Communication Engineering	Savantis Solutions India Private Limited Plot No. 56/8, 3rd Floor, Power Mech IT Park Opp Hitex Road, Jubilee Enclave, Madhapur, Hyderabad TS 500081 INDIA	2.22 LPA	60
33	K.SRAVYA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	61
34	K.NAVYA SRI	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	62
35	M.HARICHANDANA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	63
36	M.SRADHA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	64



37	M.YASHASWINI	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	65
38	P.VEDASRI	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	66
39	P YASHASHWINI SAI	Electronics and Communication Engineering	Tata Consultancy Services Deccan Park, No.1software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040-66672000 Fax: 040-66672232	3.36 LPA	67
40	P.PRIYANKA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	85
41	SHIVA NIKHITHA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	86
42	S.KALYANI	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	87
43	V.MAHATHI	Electronics and Communication Engineering	Savantis Solutions India Private Limited Plot No. 56/8, 3rd Floor, Power Mech IT Park Opp Hitex Road, Jubilee Enclave, Madhapur, Hyderabad TS 500081 INDIA	2.22 LPA	88
44	RAJALAKSHMI HIMA	Computer Science and Engineering	Tata Consultancy Services Deccan Park, No.1software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040-66672000 Fax: 040-66672232	3.36 LPA	89
45	BASUDE PREETHI	Computer Science and Engineering	Tata Consultancy Services Deccan Park, No.1software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040-66672000 Fax: 040-66672232	3.36 LPA	97
46	RAMYA B SMRUTHI	Computer Science and Engineering	ITRON INDIA PVT. LTD. Building No. 6B, 5th & 6th Floor, RMZ Eco World Rd, Devarabisanahalli, Bellandur, Bengaluru, Karnataka 560103 Phone: 080 6145 9000	4.5 LPA	112
47	CH.PRANAVA	Computer Science and Engineering	Savantis Solutions India Private Limited Plot No. 56/8, 3rd Floor, Power Mech IT Park Opp Hitex Road, Jubilee Enclave, Madhapur, Hyderabad TS 500081 INDIA	2.22 LPA	118
48	N.NIHARIKA REDDY	Computer Science and Engineering	Savantis Solutions India Private Limited Plot No. 56/8, 3rd Floor, Power Mech IT Park Opp Hitex Road, Jubilee Enclave, Madhapur, Hyderabad TS 500081 INDIA	2.22 LPA	120
49	D MANJULA	Computer Science and Engineering	Amazon, 3rd to 7th Floor, Tower 1, GAR Laxmi Infobahn, SEZ, Kokapet, Hyderabad 500075 Ph: 7799882820	2.25 LPA	121



50	GURUDEEP KAUR	Computer Science and Engineering	WIPRO Limited,Dokkannelli,Sarjapur Road, Bengaluru-560035 Tel: 080-28440011 Fax:080-28440054	3.5 LPA	122
51	G NAGASIRISHA	Computer Science and Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	123
52	B SRAVANI REDDY	Computer Science and Engineering	SCIFED , 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500082		124
53	MOUNIKA S	Computer Science and Engineering	WIPRO Limited,Dokkannelli,Sarjapur Road, Bengaluru-560035 Tel: 080-28440011 Fax:080-28440054	3.5 LPA	126
54	AKULA VANAJA	Computer Science and Engineering	Savantis Solutions India Private Limited Plot No. 56/8, 3rd Floor, Power Mech IT Park Opp Hitex Road, Jubilee Enclave, Madhapur, Hyderabad TS 500081 INDIA	2.22 LPA	144
55	E LIKITHA	Computer Science and Engineering	Navayuga Infotech,8-2-293/82/A/379 & 379/A, 1st Floor Road No. 10, Jubilee Hills Hyderabad - 500 033. INDIA Phone: +91 40 4612 4444	2.5 LPA	145
56	AMUYLA KARLA	Computer Science and Engineering	TVARANA,A1, Quadrant 3, 2nd Floor, Cyber Towers, Madhapur, Hyderabad, Telangana 500081 Ph.No.: 040 4951 3884	4 LPA	147
57	MOOLA VIDYA SRI	Computer Science and Engineering	Atos Syntel Plot No.B-1 MIDC Talawade Software Technology Park, Pune 411062 Maharashtra, India Tel: +91 20 66349000 www.atos-syntel.net	3.1 LPA	151
58	GOPISHETTY SHAJA	Computer Science and Engineering	Atos Syntel Plot No.B-1 MIDC Talawade Software Technology Park, Pune 411062 Maharashtra, India Tel: +91 20 66349000 www.atos-syntel.net	3.1 LPA	159
59	R. MANASA	Computer Science and Engineering	Savantis Solutions India Private Limited Plot No. 56/8, 3rd Floor, Power Mech IT Park Opp Hitex Road, Jubilee Enclave, Madhapur, Hyderabad TS 500081 INDIA	2.22 LPA	161
60	S. VAISHNAVI RAO	Computer Science and Engineering	Savantis Solutions India Private Limited Plot No. 56/8, 3rd Floor, Power Mech IT Park Opp Hitex Road, Jubilee Enclave, Madhapur, Hyderabad TS 500081 INDIA	2.22 LPA	163
61	SARIKONDA POOJA	Computer Science and Engineering	FACE-12, Lakshmi Nagar, Thottipalayam Pirivu, Avinashi Road, Coimbatore-641014 Phone No: +914224506070	2.6 LPA	164
62	PUTTA DEEKSHITHA	Computer Science and Engineering	FACE-12, Lakshmi Nagar, Thottipalayam Pirivu, Avinashi Road, Coimbatore-641014 Phone No: +914224506070	2.6 LPA	165
63	VALABOJU DIVYA SRI	Computer Science and Engineering	FACE-12, Lakshmi Nagar, Thottipalayam Pirivu, Avinashi Road, Coimbatore-641014 Phone No: +914224506070	2.6 LPA	166
64	SUNKARA SAIMOUNIKA	Computer Science and Engineering	FACE-12, Lakshmi Nagar, Thottipalayam Pirivu, Avinashi Road, Coimbatore-641014 Phone No: +914224506070	2.6 LPA	167



65	PULAMONI PRAVALIKA	Computer Science and Engineering	FACE-12, Lakshmi Nagar, Thottipalayam Pirivu, Avinashi Road, Coimbatore-641014 Phone No: +914224506070	2.6 LPA	168
66	BONTHU TARUNA SRI	Computer Science and Engineering	FACE-12, Lakshmi Nagar, Thottipalayam Pirivu, Avinashi Road, Coimbatore-641014 Phone No: +914224506070	2.6 LPA	169
67	K ANUSHA	Computer Science and Engineering	FACE-12, Lakshmi Nagar, Thottipalayam Pirivu, Avinashi Road, Coimbatore-641014 Phone No: +914224506070	2.6 LPA	170
68	BODIKA SANDHYA RANI	Computer Science and Engineering	FACE-12, Lakshmi Nagar, Thottipalayam Pirivu, Avinashi Road, Coimbatore-641014 Phone No: +914224506070	2.6 LPA	171
69	YASA MINISHA REDDY	Electronics and Communication Engineering	AISHWARYA TELECOM LIMITED 3-C Samrat Commercial Complex, Saifabad, Hyderabad, Telangana	2.7 LPA	172
70	GUNDAGANI NAGASHIRISHA	Electronics and Communication Engineering	AISHWARYA TELECOM LIMITED 3-C Samrat Commercial Complex, Saifabad, Hyderabad, Telangana	2.7 LPA	173
71	PALADUGULA SRIKAVYA	Electronics and Communication Engineering	AISHWARYA TELECOM LIMITED 3-C Samrat Commercial Complex, Saifabad, Hyderabad, Telangana	2.7 LPA	174
72	PERAMALLA KAVYA	Electronics and Communication Engineering	AISHWARYA TELECOM LIMITED 3-C Samrat Commercial Complex, Saifabad, Hyderabad, Telangana	2.7 LPA	175
73	BOMMA AKHILA	Computer Science and Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500082	1.8 LPA	176
74	D A DIVYA	Computer Science and Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500082	1.8 LPA	181
75	BILLAKANTI RAVALI	Electronics and Communication Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500083	1.8 LPA	186
76	DARIPALLI AMANI	Computer Science and Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500084	1.8 LPA	191
77	MENDE KAVYA	Computer Science and Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500085	1.8 LPA	196
78	N USHARANI	Computer Science and Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500086	1.8 LPA	201
79	K NAVA JYOTHI	Computer Science and Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500087	1.8 LPA	206
80	ANANTHULA RAVALI	Computer Science and Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500088	1.8 LPA	211
81	AKUULA PRIYANKKA	Computer Science and Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500089	1.8 LPA	216
82	K.DIVYA	Electronics and Communication Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500090	1.8 LPA	221
83	SAGIREDDY HEVANYA	Computer Science and Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500091	1.8 LPA	226



84	GUNDA DEVIKA	Electronics and Communication Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500092	1.8 LPA	231
85	VOOTUKURY PRAVALLIKA	Computer Science and Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500094	1.8 LPA	236
86	K RAMYA REDDY	Electronics and Communication Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500095	1.8 LPA	241
87	THIRMANI BHAVANI	Computer Science and Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500096	1.8 LPA	246
88	SAMALA ANUSHA	Computer Science and Engineering	SCIFED 3, Floor 4, no, 6, Ozone Complex, Fourth, 669, Punjagutta Rd, Hyderabad, Telangana 500097	1.8 LPA	251
89	VORUGANTI PRAVALLIKA	Computer Science and Engineering	Teleperformance DIBS, Prameela Plaza, Plot No. 21&44, New bowenpally Rd, Sri Malini Colony Thokata, Tar Bund, Bowenpally, Secunderabad, Telangana 500009 Phone: 040 6746 1863	3 LPA	256
90	MAHVEEN ARSHI	Computer Science and Engineering	Savantis Solutions India Private Limited Plot No. 56/8, 3rd Floor, Power Mech IT Park Opp Hitex Road, Jubilee Enclave, Madhapur, Hyderabad TS 500081 INDIA	2.22 LPA	257
91	VODDE DIVYA	Computer Science and Engineering	Savantis Solutions India Private Limited Plot No. 56/8, 3rd Floor, Power Mech IT Park Opp Hitex Road, Jubilee Enclave, Madhapur, Hyderabad TS 500081 INDIA	2.22 LPA	258
92	L SONALI	Computer Science and Engineering	Savantis Solutions India Private Limited Plot No. 56/8, 3rd Floor, Power Mech IT Park Opp Hitex Road, Jubilee Enclave, Madhapur, Hyderabad TS 500081 INDIA	2.22 LPA	259
93	KRISHNADHARI SOWJANYA	Computer Science and Engineering	Savantis Solutions India Private Limited Plot No. 56/8, 3rd Floor, Power Mech IT Park Opp Hitex Road, Jubilee Enclave, Madhapur, Hyderabad TS 500081 INDIA	2.22 LPA	260
94	GADDAM JOSHNA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	261
95	T. RECHOL JYOTHI	Electrical and Electronics Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	262
96	MULLAPUDI VENKATA LIKHITA	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	263
97	DHARAVATH SWAPNA	Electrical and Electronics Engineering	Dynamatic Technologies Limited F67, C23-24, JKM Park, Sipcot Industrial Complex, Irrungattukottai, Kanchipuram District, Tamil Nadu, India, 602 105 Tel: +914427156049/51/52	1.44 LPA	264
98	DEVARAKONDA PREETHI	Electronics and Communication Engineering	TECHONA ENTERPRISES H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad - 500062 Contact : 8885785386/ 8885906617 Mail id: techona16@gmail.com	1.44 LPA	265




99	GANGAPURAM HIMAJA	Electronics and Communication Engineering	Savantis Solutions India Private Limited Plot No. 56/8, 3rd Floor, Power Mech IT Park Opp Hitex Road, Jubilee Enclave, Madhapur, Hyderabad TS 500081 INDIA	2.22 LPA	266
100	MARYALA DIKSHITHA	Computer Science and Engineering	Teleperformance DIBS, Prameela Plaza, Plot No. 21&44, New bowenpally Rd, Sri Malini Colony Thokata, Tar Bund, Bowenpally, Secunderabad, Telangana 500009 Phone: 040 6746 1863	3 LPA	267
101	LAVANYA SEELAM	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500045	2.5 LPA	268
102	CHENNU LAXMI PRASANNA	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500033	2.5 LPA	268
103	CHUNCHU RAMYA SRI	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500034	2.5 LPA	268
104	SAMUDRALA NANDINI	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500042	2.5 LPA	268
105	BEDUDHURI MEGHANA	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500032	2.5 LPA	268
106	SHERIKAR PRIYANKA	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500052	2.5 LPA	268
107	NAGANOLLU ANUSHA REDDY	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500049	2.5 LPA	268
108	DUMALA PRIYANKA	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500036	2.5 LPA	268
109	DHODLA ALEKHYA	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500035	2.5 LPA	268
110	GOPALADAS MOUNIKA	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500037	2.5 LPA	268
111	L VIJITHA	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500039	2.5 LPA	268
112	MALLELA MAMATHA	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500040	2.5 LPA	268
113	PABBA VIKASINI	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500041	2.5 LPA	268



114	KETHIREDDY RAMYA	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500043	2.5 LPA	268
115	KOMATIREDDY SIRIJA	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500044	2.5 LPA	268
116	MANTIPALLY PRAVALIKA	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500047	2.5 LPA	268
117	METTU SRAVANTHI	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500048	2.5 LPA	268
118	POTHEPAKA MANASA	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500050	2.5 LPA	268
119	SHEELA NIKITHA	Electronics and Communication Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500051	2.5 LPA	268
120	BAYYADUGULA PRAVEENA	Computer Science and Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500053	2.5 LPA	268
121	KOTIKA SIVA PARVATHI	Computer Science and Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500054	2.5 LPA	268
122	NAKREKANTI PRASHANTHI	Computer Science and Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500055	2.5 LPA	268
123	NERELLA TEJASWINI	Computer Science and Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500056	2.5 LPA	268
124	THOUTAM CHANDANA	Computer Science and Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500057	2.5 LPA	268
125	ANDAM SIRISHA	Computer Science and Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500058	2.5 LPA	268
126	BAREDDY SRAVANTHI	Computer Science and Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500059	2.5 LPA	268
127	BOPPIDI ROOPASRI	Computer Science and Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500060	2.5 LPA	268
128	PININTI NIHARIKA REDDY	Computer Science and Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500061	2.5 LPA	268




 PRINCIPAL
 Vignani's Institute of Management & Technology For Women
 Kondapur (V), Ghatkesar (M), Medchal-Malkajgiri (Dt)-501301
 Telangana State

129	SUNKARI SOWMYA REDDY	Computer Science and Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500063	2.5 LPA	268
130	VEERANALA MANASA	Computer Science and Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500064	2.5 LPA	268
131	VELAPATI SOWMYA	Computer Science and Engineering	Multiplier IT Solutions 2nd floor, Sri Sai Gayatri Towers, Nanakramguda Rd, Financial District, Nanakaramguda, Telangana 500065	2.5 LPA	268
132	VEMI REDDY LAKSHMI KALYANI	Computer Science and Engineering	Znalytics Business Solutions Q1-A2, 10th Floor, Cyber Towers, HITEC City, Madhapur, Hyderabad, Telangana 500081	2.25LPA	271
133	RAVIRALA HARSHITHA	Computer Science and Engineering	FACE-12, Lakshmi Nagar, Thottipalayam Pirivu, Avinashi Road, Coimbatore-641014 Phone No: +914224506070	2.6 LPA	272



AA.
PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur (V), Ghateker (M), Medchal-Malkajgiri (Dt)-501301
Telangana State

15-204



Date: 14/09/2018

To

Dear Mts. G. TAPASWINI

Sub: Offer of Traineeship

We pleased to inform you that you are selected as Graduate Engineering Trainee, based at our factory in Sriperumbudur, Kanchipuram District. A detailed letter of Trainee order will be issued to you at the time of joining on the month of September 2019. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & documents required at the time of joining:

1. Passport size photographs.
2. All educational documents from X Std to Diploma/UG Degree.
3. Proof of personal identification & Residential identification, Aadhar Card.

We welcome you and hope to see you soon with us.

Wish you a best of luck.

For JKM Automotive,

Authorized Signatory



JKMAUTO

JKM Park F-67, F-68, BIPC01 Industrial Park, Irungattukottai,
Sriperumbudur 602 105 Kanchipuram District
Tamil Nadu India
Tel + 91 44 271 560 49/51/52 Fax + 91 44 271 560 50
www.dynamatic.com
Corporate Identity Number: U72200KA1870PLC002398

PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Naikajur(D), 501401
Telangana State

TECHONA ENTERPRISES

Ref: TECHONA/OFR

15-206

Date: 2-3-2019

Miss T.ANUSRI

SUB: APPOINTMENT LETTER

Dear Miss T.ANUSRI,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- a. All academic certificates Xerox copies
- b. Two recent passport size photographs
- c. Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



(Handwritten Signature)
Candidate Signature

PRINCIPAL

Vignn's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajgiri(Dt)-501304
Telangana State

H-No: 19-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com



15-207

Date: 14/09/2018

To

Dear Mrs. N. Keerthi

Sub: Offer of Traineeship

We pleased to inform you that you are selected as Graduate Engineering Trainee, based at our factory in Sriperumbudur, Kanchipuram District. A detailed letter of Trainee order will be issued to you at the time of joining on the month of October, 2019. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & documents required at the time of joining:

1. Passport size photographs.
2. All educational documents from X Std to Diploma/UG Degree.
3. Proof of personal identification & Residential identification, Aadhar Card.

We welcome you and hope to see you soon with us.

Wish you a best of luck.

For JKM Automotive,

Authorized Signatory

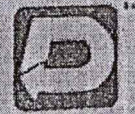


JKM AUTO

PRINCIPAL

Vignana's Institute of Management & Technology for Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-501304
Telangana State

JKM Park, F-67, F-68, BIPCOT Industrial Park, Irungattukottai
Sriperumbudur-602 105 Kanchipuram District
Tamil Nadu India
Tel: + 91 44 271 560 49/51/52 Fax: + 91 44 271 560 50
www.dynamatics.com
Corporate Identity Number: L72200KA1973PLC002308



16-201

Date: 14/09/2018

To

Dear Mrs. B. Dharami Sri

Sub: Offer of Traineeship

We pleased to inform you that you are selected as Graduate Engineering Trainee, based at our factory in Sriperumbudur, Kanchipuram District. A detailed letter of Trainee order will be issued to you at the time of joining on the month of September 2019. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & documents required at the time of joining:

1. Passport size photographs.
2. All educational documents from X Std to Diploma/UG Degree.
3. Proof of personal identification & Residential identification, Aadhar Card.

We welcome you and hope to see you soon with us.

Wish you a best of luck.

For JKM Automotive,

Authorized Signatory

PRINCIPAL

Vignar's Institute of Management & Technology For Women
Kondapur(Y), Ghatkesar(M), Medchal-Maikajiri(DI)-501301
Telangana State



JKM AUTO

JKM Park F-67,F-68, SIPCOT Industrial Park, Irungattur
Sriperumbudur-602 105 Kanchipuram District
Tamil Nadu India
Tel + 91 44 271 500 49/51/52 Fax + 91 44 271 500 50
www.dynamatics.com
Corporate Identity Number : L72200KA1973PLC002309

TECHONA ENTERPRISES

16-203

Date: 2-3-2019

Ref: TECHONA/OFR

Miss G.SHIREESHA

SUB: APPOINTMENT LETTER

Dear Miss G.SHIREESHA,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



Candidate Signature


PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501307
Telangana State

H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com



16-205

Date: 14/09/2018

To

Dear M/s. M. Bhanu Priya

Sub: Offer of Traineeship

We pleased to inform you that you are selected as Graduate Engineering Trainee, based at our factory in Sriperumbudur, Kanchipuram District. A detailed letter of Trainee order will be issued to you at the time of joining on the month of August, 2019. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & documents required at the time of joining:

1. Passport size photographs.
2. All educational documents from X Std to Diploma/UG Degree.
3. Proof of personal identification & Residential identification, Aadhar Card.

We welcome you and hope to see you soon with us.

Wish you a best of luck.

For JKM Automotive,

Authorized Signatory



JKM AUTO

ASH
PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatekar(M), Medchal-Malkajgiri(OT)-501301
Telangana State

JKM Park E-67 F-09, SIPCOT Industrial Park, Irungatturkottai,
Sriperumbudur-602 105 Kanchipuram District
Tamil Nadu India
Tel + 91 44 271 560 49/51/52 Fax + 91 44 271 560 50
www.dynamatics.com
Corporate Identity Number: L12200KA1973PLCC002308

16-206



Date: 14/09/2018

To

Dear Mts. P. Sushma

Sub: Offer of Traineeship

We pleased to inform you that you are selected as Graduate Engineering Trainee, based at our factory in Sriperumbudur, Kanchipuram District. A detailed letter of Trainee order will be issued to you at the time of joining on the month of July, 2019. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & documents required at the time of joining:

1. Passport size photographs.
2. All educational documents from X Std to Diploma/UG Degree.
3. Proof of personal identification & Residential identification, Aadhar Card.

We welcome you and hope to see you soon with us.

Wish you a best of luck.

For JKM Automotive,

Authorized Signatory



JKM AUTO

PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatebarr(M), Medchal-Malkajgiri(DT)-501304
Telangana State

JKM Park F-67, F-68, SIPCOT Industrial Park, Irungattukottai
Sriperumbudur-602 105 Kanchipuram District
Tamil Nadu, India
Tel + 91 44 271 560 40/51/52 Fax + 91 44 271 560 50
www.dynamatic.com
Corporate Identity Number - L72200KA1973PLC002308



16-209

Date: 14/09/2018

To

Dear M^{rs}. S. Keerthi saf

Sub: Offer of Traineeship

We pleased to inform you that you are selected as Graduate Engineering Trainee, based at our factory in Sriperumbudur, Kanchipuram District. A detailed letter of Trainee order will be issued to you at the time of joining on the month of July, 2019. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & documents required at the time of joining:

- 1. Passport size photographs.
- 2. All educational documents from X Std to Diploma/UG Degree.
- 3. Proof of personal identification & Residential identification, Aadhar Card.

We welcome you and hope to see you soon with us.

Wish you a best of luck.

For JKM Automotive,

Authorized Signatory



PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501301
Telangana State

JKM AUTO

JKM Park F-67,F-68, SIPCOT Industrial Park (Irungattukota)
Sriperumbudur 602 105 Kanchipuram District
Tamil Nadu India
Tel + 91 44 271 560 49/51/52 Fax + 91 44 271 560 50
www.dynamatics.com
Corporate Identity Number : L72200KA1973PLC002309

TECHONA ENTERPRISES

Ref: TECHONA/OFR

16-210

Date: 2-3-2019

Miss S.SOWJANYA

SUB: APPOINTMENT LETTER

Dear Miss S.SOWJANYA,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- a. All academic certificates Xerox copies
- b. Two recent passport size photographs
- c. Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



Vignan
PRINCIPAL

Candidate Signature

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501304
Telangana State

H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com

TECHONA ENTERPRISES

Date: 2-3-2019

Ref: TECHONA/OFR

Miss V.ANNAPURNA

SUB: APPOINTMENT LETTER

Dear Miss V.ANNAPURNA,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- a. All academic certificates Xerox copies
- b. Two recent passport size photographs
- c. Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N. Divya

Hr-Manager



Handwritten signature in green ink

PRINCIPAL

Candidate Signature

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

H.No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062

Contact: 8885785386/8885906617 Mail id:techona16@gmail.com

TECHONA ENTERPRISES

15-405

Date: 2-3-2019

Ref: TECHONA/OFR

Miss CH.RACHANA

SUB: APPOINTMENT LETTER

Dear Miss CH.RACHANA,

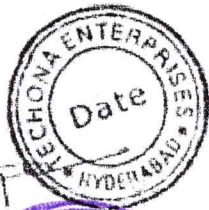
Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



[Handwritten Signature]

PRINCIPAL

Candidate Signature

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TECHONA ENTERPRISES

Ref: TECHONA/OFR

15-418
Date: 2-3-2019

Miss G. SRAVANI.

SUB: APPOINTMENT LETTER

Dear Miss G. SRAVANI,

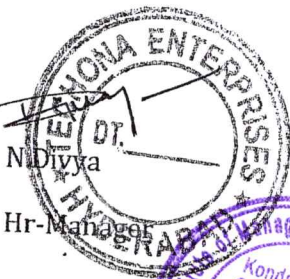
Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



Hr-Manager



Adh.

PRINCIPAL

Candidate Signature

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501301
Telangana State

H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com

DOC# SA/TA/HYD/2019/408

Date: 23rd March 2019

Dear H.V.N.Haripriya,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us, we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment your CTC will be **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **22nd May 2019**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,



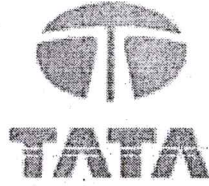
Manish Modi

Manager Recruitment



PRINCIPAL

Vignani's Institute of Management & Technology For Women,
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(Dt)-501301
Telangana State



15-419

2018-19

Offer: Computer Consultancy
Ref: TCSL/DT20184593321/Hyderabad
Date: 09/10/2018

Ms. Pranaya Reddy Jakkidi
8-23Andala Bazar,
Narayanpur,
Yadadri-508253,
Telangana.
Tel# 91-6281590628

Dear Pranaya Reddy Jakkidi,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.




PRINCIPAL

Vignans Institute of Management & Technology
Kondapur (V), Ghatkesar (M), Medchal-Malkajgiri (M),
Telangana State

Officer-In-Charge
Training & Placements
Vignans Institute of Management & Technology
Kondapur (V), Ghatkesar (M), R.R. Dist-501 301
Telangana State 1

TCS Confidential
TCSL/DT20184593321

TATA CONSULTANCY SERVICES

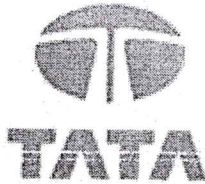
Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

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

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

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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

TCS Confidential

TCSL/DT20184593321



TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccan Park, New Software Units Layout, Madhapur, Hyderabad 500 081 India

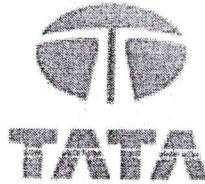
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

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

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


PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premiums - Basic premium for self, spouse and three children is entirely borne by TCSL.

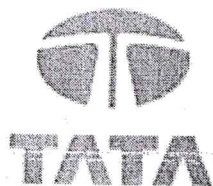
TCS Confidential
TCSL/DT20184593321



TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmaal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikalgiri(Dt)-501301
Telangana State



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIREALS

Provident Fund

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

Gratuity

TCS Confidential

TCSL/DT20184593321



TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No. 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

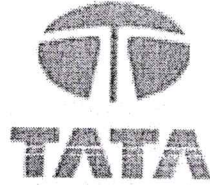
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

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

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

PRINCIPAL

Vinan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State



You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

2. Disclaimer

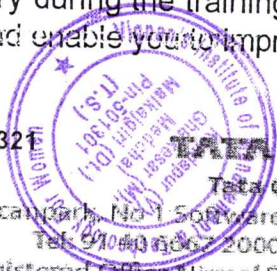
Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

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

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

TCS Confidential
TCSL/DT2018459321



TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

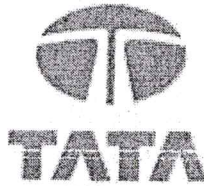
Deccan Park, No 1, Software Units Layout, Madhapur, Hyderabad 500 081 India

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

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

TCS Careers Serviceline: 1 800 209 3111 Email: careers@tcs.com

Principal
Principal
Vignar's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501301
Telangana State



unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge, unless specifically authorized to do so in writing by TCS. This

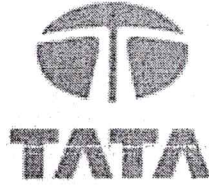
TCS Confidential
TCSL/DT20184593321



TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Deccanapark, No. 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2900 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PRINCIPAL
Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501304
Telangana State



Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performances are not found satisfactory, TCSL may terminate your services by giving

TCS Confidential

TCSL/DT20184593321



TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpath, No. 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

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

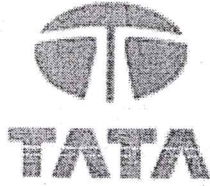
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1500 209 3111 Email: careers@tcs.com

Vinan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

PRINCIPAL

7



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

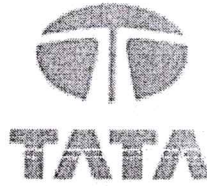
- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

TCS Confidential
TCSL/DT20184593321



Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PRINCIPAL
Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501304
Telangana State



- Postgraduate)
- Birth Certificate / Proof of Age
 - Work permit and/or any other documentation as prescribed by Government of India
 - Passport
 - 6 photographs
 - Medical Certificate
- An affidavit/notarised undertaking stating:
- *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

TCS Confidential
TCSL/DT20184593321



TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

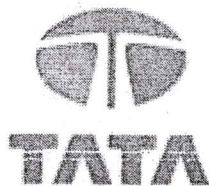
Registered Office Nirmaal Building, 9th Floor, Nariman Point, Mumbai 400 021

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

ASH
PRINCIPAL

9

Womens Institute of Management & Technology For Women
Vijayapur(V), Chatkeer(M), Medchal-Malkajgiri(Dt)-501304
Telangana State



23. Compliance to all clauses

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



TCS Confidential
TCSL/DT20184593321

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No.1 Software Units Layout, Madhapur, Hyderabad 500 081 India

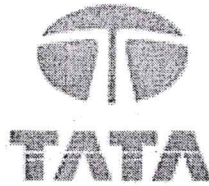
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

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

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

PRINCIPAL 10

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501307
Telangana State



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



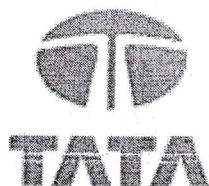
- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCSL Centres
- Annexure 3: Confidentiality and IP Terms

TCS Confidential
TCSL/DT20184593321



PRINCIPAL
Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Pranaya Reddy Jakkidi
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

*Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

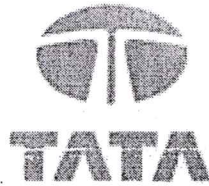
Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential
TCSL/DT20184593321



PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TATA CONSULTANCY SERVICES Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Annexure 2

Regional Offices

<p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p>	<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore - 560 066 Tel: 080 - 67247000 Fax: 080 - 28410114</p>
<p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p>	<p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p>
<p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 - 66087777 Fax: 020 - 66087107</p>	<p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel: 0471- 2519400 Fax - 0471- 2519499</p>

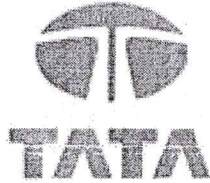
TCS Confidential
TCSL/DT20184593321



Handwritten signature
PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(D) - 131301
Telangana State

Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

TCS Confidential
TCSL/DT20184593321

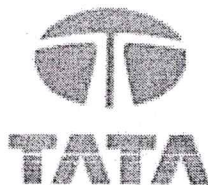


TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited


PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur (M), Medchal-Maikajiri (Dt)-501301
Telangana State

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



2. Retainer/Consultant's Obligations

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

3. Intellectual Property Rights

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

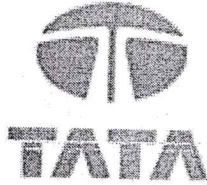
TCS Confidential
TCSL/DT20184593321




PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines

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

7. Restriction on Retainer/Consultant's Rights

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

8. No License

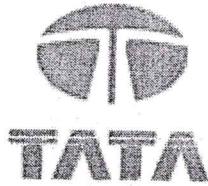
TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.




PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt) - 501304
Telangana State

TCS Confidential
TCSL/DT20184593321



9. Equitable Rights

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

10. General

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

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

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

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



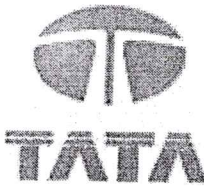

PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TCS Confidential
TCSL/DT20184593321

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



TCS Confidential
TCSL/DT20184593321


PRINCIPAL
Vignam's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501316
Telangana State

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TECHONA ENTERPRISES

Ref: TECHONA/OFR

15-420

Date: 2-3-2019

Miss K.TEJA SRI.

SUB: APPOINTMENT LETTER

Dear Miss K.TEJA SRI,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.

N.Divya

Hr-Manager



[Signature]
PRINCIPAL

Vignan's Institute of Management & Technology for Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501304
Telangana State

Candidate Signature

15-421

DOC# SA/TA/HYD/2019/407

Date: 23rd March 2019

Dear K.Nikhitha,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us, we are happy to offer you the position of **Trainee Analyst** with Savantis India.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.


1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th, 12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment your CTC will be **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **22nd May 2019**. Your final assessment dates from the client will inform you during the training period.


Welcome to Savantis India Family.

Sincerely,


Manish Modi

Manager Recruitment





PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TECHONA ENTERPRISES

Date: 2-3-2019

Ref: TECHONA/OFR

Miss K.PRATHYUSHA

SUB: APPOINTMENT LETTER

Dear Miss K.PRATHYUSHA,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.Divya
Hr-Manager




PRINCIPAL Candidate Signature
Vignans Institute of Management & Technology
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-501301
Telangana State

TECHONA ENTERPRISES

Ref: TECHONA/OFR

Date: 2-3-2019

Miss K.SONIA

15-425

SUB: APPOINTMENT LETTER

Dear Miss K.SONIA,

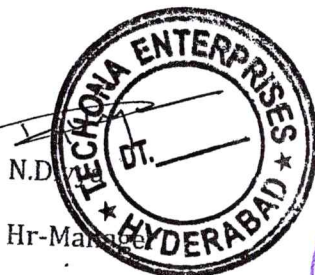
Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



ASH

Candidate Signature

PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondepur(V), Ghatkesar(M), Medchal-Maikajgiri(Dt)-501301
Telangana State

TECHONA ENTERPRISES

Ref: TECHONA/OFR

15-427

Date: 2-3-2019

Miss M.NIKHITHA

SUB: APPOINTMENT LETTER

Dear Miss M.NIKHITHA,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



[Handwritten Signature]

PRINCIPAL

Candidate Signature

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

15.428

matti pallavi

11:54 (3
hours ago)

to me

----- Forwarded message -----

From: <seenu.kumar@teleperformance.com>

Date: Monday, March 11, 2019

Subject: Congratulations - Campus 2019!!!!!!

To: Seenu Arvind Kumar <seenu.kumar@intelenetglobal.com>

Dear Student,

Warm Greetings from Teleperformance DIBS.

We appreciate your participation and interest shown to join TP Family as a campus recruit. Further to our discussion, we are happy to inform that you have cleared all the TP assessments. As confirmed in the campus, we would process you for a final round of discussion with client post your graduation. Our team will get in touch with you once we hear back from the universities about your results.

Please focus on the developmental areas as suggested by Recruitment team.

All the Best 😊

Note: Graduation is mandatory for any role with us, hence your result has a direct impact whether to process or drop your candidature.

Seenu Arvind Kumar

Sr. Manager – Human Resources

Teleperformance D.I.B.S.




PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(Dt)-501301
Telangana State

Rythmos India Private Limited
Kapil Towers, 3rd Floor, Sy No: 115/1,
Financial District, Nanakramguda,
Hyderabad, Telangana – 500032.
Phone: 040 65511515, 65521515.

15-438
rythmôs

OFFER LETTER

04th February, 2019

Papineni Bhavana,
G-10,A-Block,Green Gold Apts,
Santosh Nagar Colony, Malkajgiri, Hyderabad- 500047.

Dear Bhavani,

Congratulations!

Welcome to Rythmos family!!!

We are certain that you will be among our valuable assets in growing Rythmos for the future. Further to your application for employment with **Rythmos**, and the subsequent selection process, we are delighted to offer a position as "**Junior Associate Consultant**".

Your location of reporting is **Hyderabad, India.**

Your Total Cost of the Company (CTC) inclusive of all kinds of allowances will be **INR3,00,000/- (Three Lakhs Only)** per annum, which is payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes.

Your employment start date would be: **On or before 20th May, 2019.**

The terms & conditions of our Offer of Employment to you as follows:

1. Increments & Promotions:

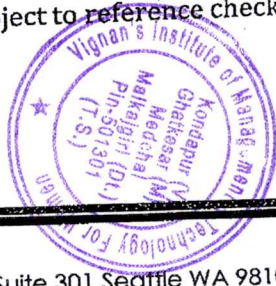
Your growth and increase in salary will depend solely on your performance and contribution to the company. Compensation reviews would be in every year December. Bonus component is a full payout and is prorated from the date of joining. You should be employed till the last pay date of every year to get bonus component. Employees who are in probation will not be eligible for bonus pay.

2. Notice period:

During your association or employment with the company, you are required to serve 2 months' notice. No leaves to be taken in notice period unless there is an approval from Manager.

3. Background checks:

As a part of the joining formalities, the company may, at its discretion, conduct background checks to validate the details of education as well as previous employment details furnished by you. This offer is subject to reference checks provided by you.




PRINCIPAL
Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501304
Telangana State

rythmôs

contact information, project details, or any other data relevant to company or all the clients of the company. If employee reveal or threaten to reveal this information, the company shall be entitled to an injunction restraining the employee from disclosing same, or from rendering any services to any entity to whom said information has been or is threatened to be disclosed. If this comes to management notice, they have a right to revoke the offer and take liable action which could include damages claim also as per the company policy. Any misuse of company confidential information either in Social networks or in any manner is liable for action. Rythmos can initiate legal actions against breach of the agreement for the damages caused against contract violation or any terms in contracts are being violated. Directly or indirectly he/she should not work or have any business dealings with client, without confirmation or acceptance and no objection certificate from Rythmos Management which includes Managing Director, during tenure of employment or after employment.

You will not (except in normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company. You will be required to maintain utmost secrecy in respect of project documents, commercial offer, design documents, Project cost and Estimation, Technology, Software packages license, Company's policies, Company's patterns and Trademark and Company's Human assets profile. This is a highly Confidential and Private document. You must maintain the confidentiality and ensure that the details of your offer are not shared with anyone outside of the Human Resource Team of Rythmos. Sharing the details of your offer with others would imply a breach of confidentiality and could invite suitable disciplinary action.

You undertake that you will not disclose the information or knowledge relating or any part thereof disclosed to you or gained by you because of your employment. This obligation shall continue to remain in force even after your leaving the service of the Company.

10. Termination of agreement:

After or during probation period, without cause, the company may terminate this agreement at any time. If the company requests, the employee will continue to perform his/her duties and be paid his/her regular salary up to the date of termination. In case you leave without any notice, we shall have the right to deduct liquidated damages or Employer will have right for legal action for any damages caused by employee in this regard. Termination notice would be decided by employer based on severity, breach, security or any other aspect which would be inspected by employer as per the circumstance.

This appointment letter is being issued to you based on the information furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in you being offered this appointment, the Management may take such action it deems fit in its sole discretion, including termination of your employment.

The company may terminate employment, if the employee is found of gross misconduct, without notice or payment in lieu of notice. Gross misconduct would include, without limitation,



PRINCIPAL
Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TECHONA ENTERPRISES

Date: 2-3-2019

Ref: TECHONA/OFR

Miss P. RAMYA REDDY

15-437

SUB: APPOINTMENT LETTER

Dear Miss P.RAMYA REDDY,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- a. All academic certificates Xerox copies
- b. Two recent passport size photographs
- c. Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.D.

Hr-Manager

Candidate Signature



[Handwritten Signature]
PRINCIPAL

Vignar's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com

15-438

LETTER OF INTENT

Date: 06/02/2019

Name: S. Varshini

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of *Customer Service Associate* on a Fixed Term Employment for term less than 12 months at Hyderabad facility of Amazon Development Center India Pvt. Ltd. (the "Company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period and the same is accepted by you. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 220500/- per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per the Company's policies.



S. Varshini


PRINCIPAL

Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkhesar(M), Medchal-Malkajgiri(Dt)-501304

Laxmi Infobahn Private Limited, IT/ITES SEZ, Floor 3rd, 4th, 5th, 6th & 7th in Tower-1, Survey No 107 (P),
Kokapet Village, Gandipet Mandal, Ranaga Reddy District, Hyderabad-500075. Telangana.
CIN-U72200KA2004FTC034233

DOC# SA/TA/HYD/2019/403

Date: 23rd March 2019

Dear S.Varshini,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us, we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment your CTC will be **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **22nd May 2019**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,


Manish Modi

Manager Recruitment





PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501301
Telangana State

TECHONA ENTERPRISES

15-441

Date: 2-3-2019

Ref: TECHONA/OFR

Miss S.SWETHA

SUB: APPOINTMENT LETTER

Dear Miss S.SWETHAY,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- a. All academic certificates Xerox copies
- b. Two recent passport size photographs
- c. Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.D.

Hr-Manager



PRINCIPAL

Candidate Signature

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajiri(Dt)-501301
Telangana State

TECHONA ENTERPRISES

Ref: TECHONA/OFR

Date: 2-3-2019

Miss V. ARCHANA.

Handwritten signature/initials

SUB: APPOINTMENT LETTER

Dear Miss V. ARCHANA,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- a. All academic certificates Xerox copies
- b. Two recent passport size photographs
- c. Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.Divya
Hr-Manager



Handwritten signature

PRINCIPAL Candidate Signature
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501304
Telangana State

TECHONA ENTERPRISES

15-445

Date: 2-3-2019

Ref: TECHONA/OFR

Miss B.PRIYANKA

SUB: APPOINTMENT LETTER

Dear Miss B.PRIYANKA,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.Divya
Hr-Manager



PRINCIPAL

Candidate Signature

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TECHONA ENTERPRISES

15-449

Date: 2-3-2019

Ref: TECHONA/OFR

Miss D.SUGANDA

SUB: APPOINTMENT LETTER

Dear Miss D.SUGANDA,

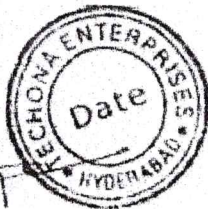
Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.Divya
Hr-Manager



PRINCIPAL

Candidate Signature

Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com

TECHONA ENTERPRISES

15-451

Date: 2-3-2019

Ref: TECHONA/OFR

Miss G. NIKITHA.

SUB: APPOINTMENT LETTER

Dear Miss G. NIKITHA,

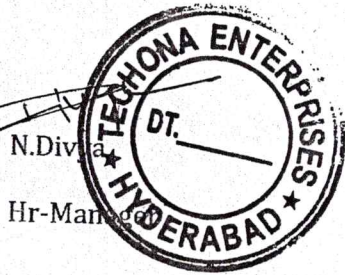
Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



Candidate Signature

PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajgiri(DT)-501301
Telangana State

TECHONA ENTERPRISES

Ref: TECHONA/OFR

15-453

Date: 2-3-2019

Miss J.MOUNIKA

SUB: APPOINTMENT LETTER

Dear Miss J.MOUNIKA,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- a. All academic certificates Xerox copies
- b. Two recent passport size photographs
- c. Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.Div

Hr-Manager

Candidate Signature



PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501301
Telangana State

DOC# SA/TA/HYD/2019/423

Date: 23rd March 2019

Dear K.Kavaya Reddy,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us, we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.

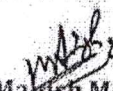
1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment your CTC will be **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **22nd May 2019**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,


Manish Modi

Manager Recruitment




PRINCIPAL
Vignaa's Institute of Management & Technology For Women
Kondapur(V), Ghaikesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TECHONA ENTERPRISES

Date: 2-3-2019

Ref: TECHONA/OFR

Miss K.SRAVYA.

15-456

SUB: APPOINTMENT LETTER

Dear Miss K.SRAVYA,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- a. All academic certificates Xerox copies
- b. Two recent passport size photographs
- c. Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.Divya
Hr-Manager




Candidate Signature

PRINCIPAL
Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com

TECHONA ENTERPRISES

Date: 2-3-2019

Ref: TECHONA/OFR

Miss K.NAVYA SRI.

SUB: APPOINTMENT LETTER

Dear Miss K.NAVYA SRI,

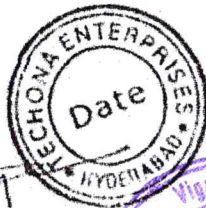
Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.Divya
Hr-Manager



[Handwritten Signature]

PRINCIPAL

Candidate Signature

Vignan's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(Dt)-501304
Telangana State

TECHONA ENTERPRISES

15-462

Date: 2-3-2019

Ref: TECHONA/OFR

Miss M. HARICHANDANA.

SUB: APPOINTMENT LETTER

Dear Miss M. HARICHANDANA,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.Divya
Hr-Manager



PRINCIPAL

Candidate Signature

Vignan's Institute of Management & Technology
Kondapur(V), Ghatkesar(M), Madchal-Malkajgiri(DI)-501301
Telangana State

TECHONA ENTERPRISES

Date: 2-3-2019

Ref: TECHONA/OFR

Miss M.SRADHA.

SUB: APPOINTMENT LETTER

Dear Miss M.SRADHA,

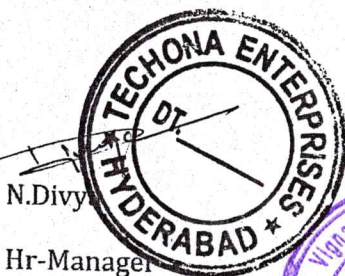
Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



[Handwritten Signature]

PRINCIPAL Candidate Signature
Vignani's Institute of Management & Technology For women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TECHONA ENTERPRISES

Date: 2-3-2019

Ref: TECHONA/OFR

Miss M.YASHASWINI.

15-1167

SUB: APPOINTMENT LETTER

Dear Miss M.YASHASWINI,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.


You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- a. All academic certificates Xerox copies
- b. Two recent passport size photographs
- c. Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



Candidate Signature

PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(Dt)-501301
Telangana State

TECHONA ENTERPRISES

Ref: TECHONA/OFR

Date: 2-3-2019

Miss P.VEDASRI.

15-ubg

SUB: APPOINTMENT LETTER

Dear Miss P.VEDASRI,

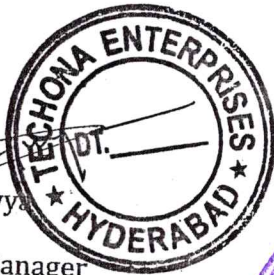
Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.Divya
Hr-Manager



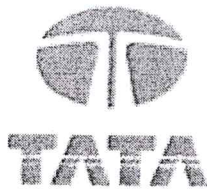
Handwritten signature in green ink

Candidate Signature

PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com



15-470
20/10-18

Offer: Computer Consultancy
Ref: TCSL/DT20184630582/Hyderabad
Date: 09/10/2018

Ms. Yashaswini Sai Venkata Penujuvi
1-44, Main 2 Cross 6Prabhath Nagar Colony,
Chaitanya Puri,
Hyderabad-500030,
Telangana.
Tel# 91-9885636247

Dear Yashaswini Sai Venkata Penujuvi,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

(Handwritten Signature)

PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Officer-in-Charge
Training & Placements
Vignan's Institute of Management & Technology For Women
Kondapur (V), Ghatkesar (M), R.R.Dist-501301
Telangana State
1

TCS Confidential
TCSL/DT20184630582



TATA CONSULTANCY SERVICES

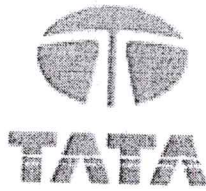
Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

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

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

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



[Handwritten Signature]

PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301

TCS Confidential

TCSL/DT20184630582

TATA CONSULTANCY SERVICES **Telangana State**

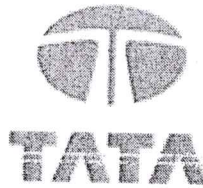
Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

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

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

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



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL;

TCS Confidential
TCSL/DT20184630582



[Signature]
PRINCIPAL
Vignana's Institute of Management & Technology Co. 3
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TATA CONSULTANCY SERVICES

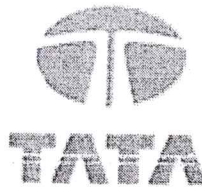
Tata Consultancy Services Limited

Deccanpark, No.1 Software Units Layout, Madhapur, Hyderabad 500 081 India

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

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

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



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

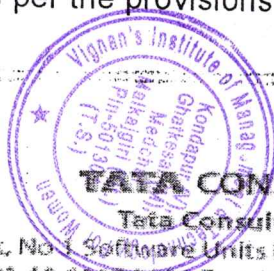
RETIRALS

Provident Fund

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

Gratuity

TCS Confidential
TCSL/DT20184630582




PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkebar(M), Medchal-Malkajgiri(DT) 501304

TATA CONSULTANCY SERVICES Telangana State

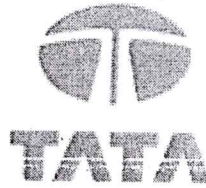
Tata Consultancy Services Limited

Deccanpark, No. 1, Software Units Layout, Madhapur, Hyderabad 500 081 India

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

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

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



You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

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

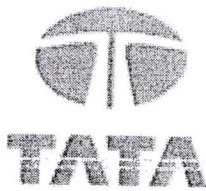
This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found

TCS Confidential
TCSL/DT20184630582



Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkenar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

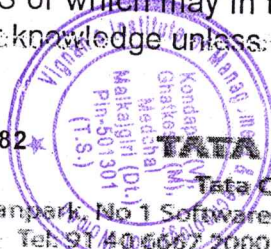
Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

TCS Confidential

TCSL/DT20184630582



TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

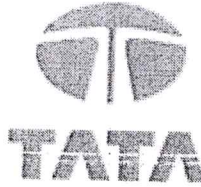
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

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

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

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

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State



Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

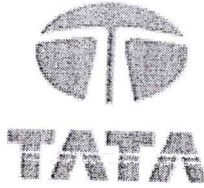
In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/or performance are not found satisfactory, TCSL may terminate your services by giving

TCS Confidential
TCSL/DT20184630582



Vignam's Institute of Management & Technology For Women
Kondepur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501307
Telangana State

Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card

You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.

- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters

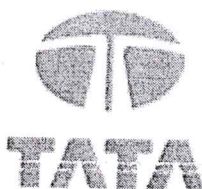
Postgraduate degree certificate and mark sheets for all semesters (if you are a

TCS Confidential
TCSL/DT20184630582



Vignani's Institute of Management & Technology For 8
Ghatkesar(M), Medchal-Maikajiri(DI)-501301
Telangana State

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th floor, Nariman Point, Mumbai-400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



- Postgraduate)
- Birth Certificate / Proof of Age
 - Work permit and/or any other documentation as prescribed by Government of India
 - Passport
 - 6 photographs
 - Medical Certificate
 - An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

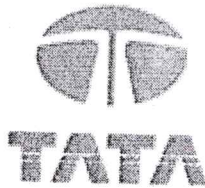
Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be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

TCS Confidential
TCSL/DT20184630582



PRINCIPAL
Vignana's Institute of Management & Technology For Women
(Ghatkebar(M), Medchal-Maikajgiri(DT)-501304
Telangana State

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



23. Compliance to all clauses

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

PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501304
Telangana State

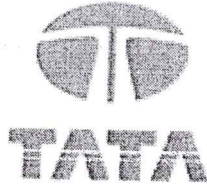


TCS Confidential
TCSL/DT20184630582

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Withdrawal of Offer

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

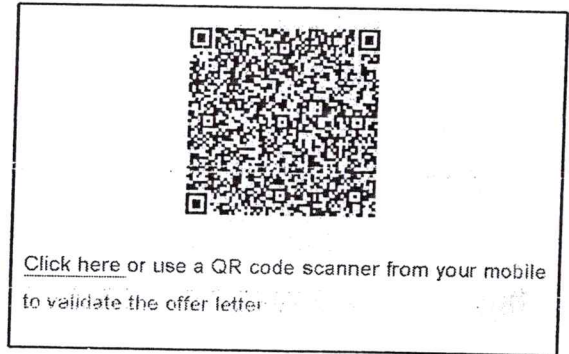
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

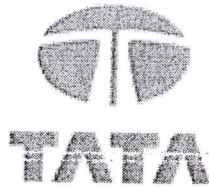
TCS Confidential
TCSL/DT20184630582



PRINCIPAL

Vignani's Institute of Management & Technology For Women,
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-501404
Telangana State

Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Yashaswini Sai Venkata Penujuvi
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

*Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential
TCSL/DT20184630582

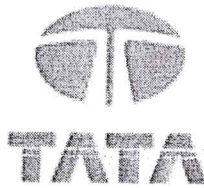


Vignan's Institute of Management & Technology For
Kondapur(V), Ghatkesar(M), Madchal-Malkajgiri(DI)-501304
Telangana State

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 299 3111 Email: careers@tcs.com



Annexure 2.

Regional Offices

<p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p>	<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p>
<p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p>	<p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p>
<p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 - 66087777 Fax: 020 - 66087107</p>	<p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel: 0471- 2519400 Fax - 0471- 2519499</p>



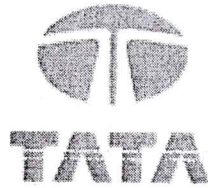
[Handwritten Signature]

PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TCS Confidential
TCSL/DT20184630582

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

TCS Confidential
TCSL/DT20184630582



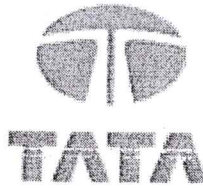
[Handwritten Signature]

PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-501104
Telangana State

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



2. Retainer/Consultant's Obligations

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

3. Intellectual Property Rights

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

TCS Confidential
TCSL/DT20184630582



Wadhwa

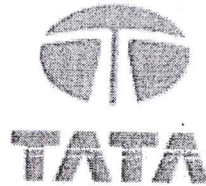
PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghateker(M), Medchal-Malkajgiri(D)-501309
Telangana State

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400-021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines

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

7. Restriction on Retainer/Consultant's Rights

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

8. No License

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

TCS Confidential
TCSL/DT20184630582



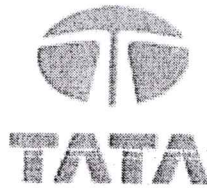
PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
16
Tatanga State

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



9. Equitable Rights

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

10. General

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

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

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

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

TCS Confidential
TCSL/DT20184630582




PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt) 171304
Telangana State

TATA CONSULTANCY SERVICES

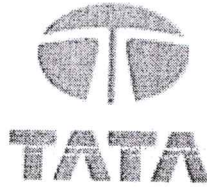
Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

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

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

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



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

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

TCS Confidential
TCSL/DT20184630582



[Handwritten Signature]

PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatekasar(M), Medchal-Malkajgiri(Dt)-501301
18

TATA CONSULTANCY SERVICES **Telangana State**

Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TECHONA ENTERPRISES

Ref: TECHONA/OFR

Miss P.PRIYANKA.

Date: 2-3-2019

15-472

SUB: APPOINTMENT LETTER

Dear Miss P.PRIYANKA,

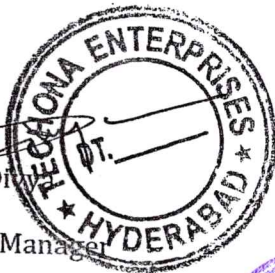
Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- a. All academic certificates Xerox copies
- b. Two recent passport size photographs
- c. Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.D.

Hr-Manager

Candidate Signature

PRINCIPAL

Vignn's Institute of Management & Technology For Women
Kondapur(V), Ghatkher(M), Medchal-Malkajiri(DT)-501501

Telangana State

H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com



TECHONA ENTERPRISES

Date: 2-3-2019

Ref: TECHONA/OFR

Miss S.NIKHITHA

SUB: APPOINTMENT LETTER

Dear Miss S.NIKHITHA,

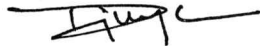
Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.Divya

Hr-Manager



Candidate Signature

PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State



H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com

TECHONA ENTERPRISES

Date: 2-3-2019

Ref: TECHONA/OFR

Miss S.KALYANI

SUB: APPOINTMENT LETTER

Dear Miss S.KALYANI,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.D.

Hr-Manager



Candidate Signature

[Handwritten Signature]

PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501301
Telangana State

H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com



(Formerly Vediosoft Solutions)

SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC# SA/TA/HYD/2019/383

Date: 23rd March 2019

Dear V.Mahathi,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us, we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th, 12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment your CTC will be **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **22nd May 2019**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,


Manish Modi

Manager Recruitment





PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State



15-501 18-19

Offer: Computer Consultancy
Ref: TCSL/DT20184630368/Hyderabad
Date: 09/10/2018

Ms Hima Rajyalakshmi Annavarapu
22-51 Vivekananda Nagar,
Chaitanyapuri,
Hyderabad-500060,
Telangana.
Tel# 91-9000342659

Dear Hima Rajyalakshmi Annavarapu,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

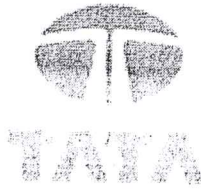
After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

Anita
Officer-in-Charge
Training & Placements
Vignani's Institute of Management & Technology For Women
Kondapur (V), Ghatkesar (M), R.R. Dist-501 301
Telangana State



PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-501301
Telangana State

TCS Confidential
TCSL/DT20184630368



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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




PRINCIPAL

Vignan's Institute of Management & Technology For Women,
Kondapur(V), Ghatkesar(M), Medchal-Maikalgiri(DT)-501301
Sangana State

TCS Confidential
TCSL/DT20184630368

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Registered Office: 1000 Lakeside, Mindspace, Hyderabad 500032 India

Corporate Office: 2000 Lakeside, Mindspace, Hyderabad 500032 India

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 011

TCS Careers Service Line: 1800 209 4121 For all career@tcs.com



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

TCS Confidential
TCSL/DT20184630368



Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501303
Andhra Pradesh

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Unit 100, 10th Floor, TCS Building, 5th Floor, Nariman Point, Mumbai 400 021 India

2000 Fax: +91 40 606 7 2222 Website: www.tcs.com

100, 10th Floor, TCS Building, 5th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Email: +91 208 3111 Email: careers@tcs.com



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

TCS Confidential

TCSL/DT20184630368



Adh.
PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, IT-01, Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

Regional Office - Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021, India
TCS Employee Services - 1-800-299-2111 (Toll-free, 24x7)



You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

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

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

TCS Confidential
TCSL/DT20184630368



Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501301
Andhra Pradesh

5

Tata Consultancy Services Limited
Deccan Park, Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2222 Website: www.tcs.com
Registered Office: 9th Floor, Madras Road, Mumbai 400 021



unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

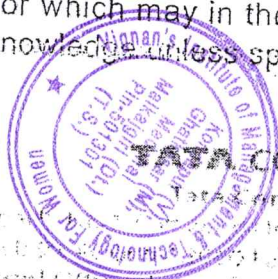
8. Alternative Occupation / Employment

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

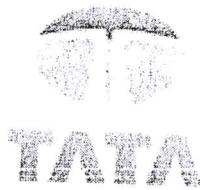
9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

TCS Confidential
TCSL/DT20184630368



Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501304
Andhra Pradesh



Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

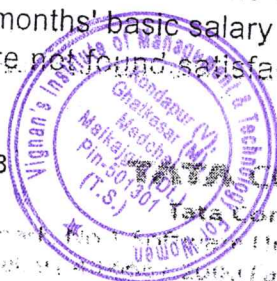
13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/or performance are not found satisfactory, TCSL may terminate your services by giving

TCS Confidential
TCSL/DT20184630368



Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkenar(M), Medchal-Maikajiri(Dt)-501307
Telangana State

Tata Consultancy Services Limited

Units Layout, Madhapur, Hyderabad 500 081 India
Fax: 91 40 6667 2222 website: www.tcs.com
Office Hours: 9th Floor, Narayan Palace, Mumbai 400 021
TCS Client Service Line: 1800 208 3111 Email: careers@tcs.com



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card

You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.

- Standard X and XII mark sheets equivalent

- Degree certificate and mark sheets for all semesters

- Postgraduate degree certificate and mark sheets for all semesters (if you are a

TCSL Confidential

TCSL/DT20184630368



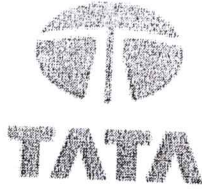
Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501308
Telangana State

TCSL CONSULTANCY SERVICES

Tata Consultancy Services Limited

Corporate Office: 1000 Lakeside, Mindspace, Kondapur, Hyderabad 500088 India

Phone: +91 800 209 2111 Email: careers@tcs.com



15-502

18-19

6

Offer: Computer Consultancy
Ref: TCSL/DT20184553751/Hyderabad
Date: 09/10/2018

Ms. Preethi Basude
16-2-741/48, Ftno: 202, Namitharaj Hillridge Andhra Bank Colony,
Dilsukhnagar,
Hyderabad-500036,
Telangana.
Tel# 91-8328536328

Dear Preethi Basude,

Sub: Letter of Offer

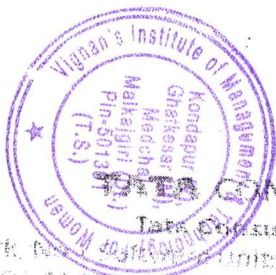
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

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

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



WASH
PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Walkajgiri(DT)-501306
Telangana State

TCS Confidential
TCSL/DT20184553751



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

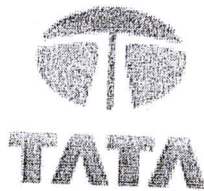
You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month.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

TCS Confidential
TCSL/DT20184553751



Principal
Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501304
Telangana State

2



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

TCS Confidential
TCSL/DT20184553751



Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Secunderabad, No. 100, Old Hyderabad Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nilmar Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 200 3111 Email: careers@tcs.com



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

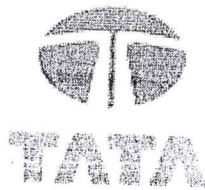
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

TCS Confidential
TCSL/DT20184553751




Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-501301
Telangana State



You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

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

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

TCS Confidential
TCSL/DT20184553751



Principal
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT), 501301
Telangana State

TCS CONSULTANCY SERVICES

Tata Consultancy Services Limited

Head Office: Nariman Point, Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2001 Fax: 91 40 6667 2222 Website: www.tcs.com

Regional Offices: Nariman Building, 9th Floor, Nariman Point, Mumbai 400 021
Tata Consultancy Services Ltd. 5600 209 3111 Email: careers@tcs.com



unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

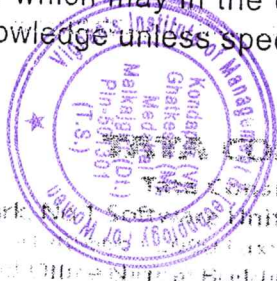
8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

TCS Confidential
TCSL/DT20184553751



Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-501301
Telangana State



Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/or performance are not found satisfactory, TCSL may terminate your services by giving

TCS Confidential

TCSL/DT20184553751



TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Principal Office: TCS Towers, 100 Feet Road, Units Layout, Madhapur, Hyderabad 500 081 India

Phone: +91 40 6670 2202 Website: www.tcs.com

Regional Office: TCS Towers, 9th Floor, Nariman Point, Mumbai 400 021

1-800-303-3115 (Toll Free) Fax: +91 40 6670 2202

Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501304
Vignana State



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card

You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.

- Standard X and XII mark sheets equivalent

- Degree certificate and mark sheets for all semesters

- Postgraduate degree certificate and mark sheets for all semesters (if you are a

TCS Confidential
TCSL/DT20184553751



Vignona's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt) 501301
Telangana State



- Postgraduate)
- Birth Certificate / Proof of Age
 - Work permit and/or any other documentation as prescribed by Government of India
 - Passport
 - 6 photographs
 - Medical Certificate
 - An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

TCS Confidential

TCSL/DT20184553751



Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-501301
Telangana State

9



23. Compliance to all clauses

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



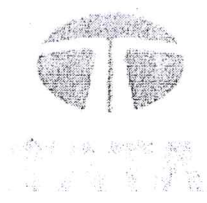
[Handwritten Signature]

PRINCIPAL
Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TCS Confidential
TCSL/DT20184553751

TCS CONSULTANCY SERVICES
Tata Consultancy Services Limited

Delaware Park, First Floor, 4th Cross, 4th Stage, Marathahalli, Hyderabad-500 081, India
Tel: 91 40 6067 2000 Fax: 91 40 6067 2122 Website: www.tcs.com
Regd. Office: 401/4, Naraina Building, 4th Floor, Marathahalli, Hyderabad-500 081, India
TCS is an Equal Opportunity Employer. M/F/D/V



Withdrawal of Offer

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


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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



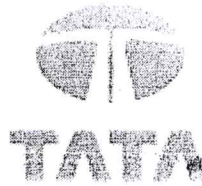
Click here or use a QR code scanner from your mobile to validate the offer letter

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

TCSL Confidential
TCSL/DT20184553751




PRINCIPAL
Vignana's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Maikajigiri(Dt)-501301
Telangana State



GROSS SALARY SHEET

Annexure 1

Name: Preethi Basude
 Designation: Assistant System Engineer-Trainee
 Institute Name: Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per-beneficiary needs to be added to the above mentioned amount.

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

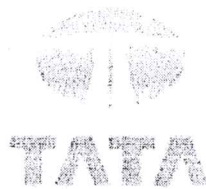
Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000



Vignans Institute of Management & Technology For Women
 Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
 Telangana State

TCS Confidential
 TCSL/DT20184553751

TATA CONSULTANCY SERVICES
 Tata Consultancy Services Limited



Annexure 2

Regional Offices

<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower - 1, 5th Floor, Airport Road, Gandhi Nagar - 562 009 Tel: 080 - 66712600 Fax: 080 - 66712601</p>	<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, S2, EPIP, Whitefield, Bangalore - 560 066 Tel: 080 - 67247000 Fax: 080 - 28410114</p>
<p>Chennai Lead -Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p>	<p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax: 033 - 6653 0003</p>
<p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 - 66087777 Fax: 020 - 66087107</p>	<p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel: 0471- 2519400 Fax - 0471- 2519499</p>



[Handwritten Signature]
PRINCIPAL

**Vignans Institute of Management & Technology For Women
 Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-601304
 Telangana State**

TCS Confidential
 TCSL/DT20184553751



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

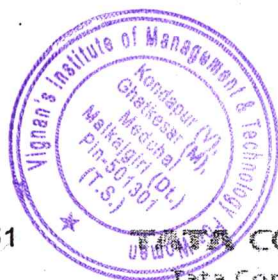
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection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

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

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

(d) Customer and prospective customer lists, and

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



Handwritten signature
PRINCIPAL
Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501301
Telangana State

TCS Confidential
TCSL/DT20184553751

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Plot no. 36, HITEC Software Units Layout, Madhapur, Hyderabad 500 081 India

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

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

TCS Career Services: 1800 209 3111 Email: careers@tcs.com



2. Retainer/Consultant's Obligations

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

3. Intellectual Property Rights

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

TCS Confidential
TCSL/DT20184553751




PRINCIPAL
Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(DI)-501301
Telangana State

15UP1A0506

18-19



Private & Confidential

January 16, 2020
Ramya B Smruthi
Bangalore

Dear Ramya,

OFFER OF EMPLOYMENT

We are pleased to offer you the position of **Technical Consultant Associate** of Itron India Pvt. Ltd. ("**Company**"), This Offer of Employment is based on you having furnished to the Company correct information regarding your past services and records. You represent and warrant that you have requisite skills and qualifications to perform your duties and roles as are assigned to you by the Company. If at any time, it is revealed that the employment has been obtained by furnishing false information or by withholding pertinent information, the Company shall be free to terminate your services at any time without any notice or compensation thereof.

Currently you will be in Bangalore and you will be employed by the Company on the following terms of employment:

1. **Commencement Date**

Your work commencement date will be on **January 23, 2020**.

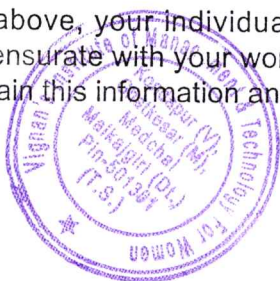
Subject to your confirmation, the Commencement Date will also be deemed as your seniority date in the Company.

2. **Annual Base Salary**

Your initial pre-tax annual salary will be as per the "Annexure I" of this letter.

The Company may undertake a yearly review taking into consideration the market situation, business results, Company performance as well as your performance and any incentive payments. The common review date at the Company is 1st January of each year. Please note that any review in remuneration shall be solely at the discretion of the Company and cannot be claimed as a matter of right by you.

Subject to terms as above, your individual remuneration is solely a matter between yourself and the Company and commensurate with your work experience, professional merits and qualifications, etc. You are expected to maintain this information and any changes made therein from time to time as personal and confidential.



PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-601301
Telangana State

3. Variable Incentive Plan

Subject to the applicable policies of the Company, you will be eligible to participate in the Incentive Plan as per the details provided in "Annexure I" subject to the individual objectives agreed with and approved by management, the financial performance of the Company, and approval of the incentive payout by Company's management and the Board of Directors. Please note the payouts are discretionary and is subject to eligibility norms and other conditions as is stipulated under the applicable plans/policies governing this payout.

4. Provident Fund

Subject to applicability of laws to you, the Company will contribute to the provident fund in accordance with prevailing statutory contribution rates.

5. Statutory Contributions & Deductions

You will be responsible for the payment of income tax on your salary and bonus eligibility which is defined in Section 3 of this letter (Variable Incentive Plan) as well as any other amount you may receive from the Company; and individual portion of all government's regulated social benefits. The Company will withhold at source the statutory taxes and the applicable provident fund contribution, if any, and deposit the same with the relevant authorities as prescribed by applicable law from time to time.

6. Insurance Cover

During your period of employment, you will be covered under the Company's group insurance scheme for personal accident, medical and term life, as per the terms provided in the scheme. For details of the said scheme, please refer to the Itron India Staff Manual.

7. Vacation & Medical Leave

All vacation leave and medical leave entitlement will be in accordance with Itron India Staff Manual.

8. Probationary Period

You will be on probation for a period of Twelve (12) months from the date of your joining. Your work performance will be appraised by your immediate superior towards the end of your probationary period and based on your performance the probation period may be extended for a period of three (3) or six (6) months at the discretion of management in writing

Subject to satisfactory completion of probation, your employment shall be confirmed in writing after expiry of initial and/or extended period of probation. During the probation period, you or the management may end your employment by providing notice in accordance with Section 9 of this letter.

9. Notice Of Termination/Resignation and Retirement

During the probationary period, either party reserves the right to terminate this contract of service by giving three (3) month's written notice or pay in-lieu thereof. After confirmation, either party reserves the right to terminate this contract of service by giving three (3) months' written notice or pay in-lieu thereof.

Notwithstanding anything as above, your services may be terminated forthwith on the grounds of misconduct, which may include without limitation you being guilty of breach or violation of any of the terms



Vignani Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

and conditions specified in this letter or any breach of the Company's policies, without any notice and/or compensation, as applicable.

Unless earlier terminated/resigned, your age of retirement from the services of the Company will be on completion of age of fifty-eight (58) years.

Once notice of termination has been given by either party, the Company may suspend you from the performance of your duties and/or exclude you from any premises of the Company or any other company in the Itron Group (for the purpose of this letter the term Itron Group includes the parent company of Itron and all of their subsidiaries, affiliates and group companies), during the whole or part of the your notice period ("**Garden Leave**"). Notwithstanding anything contained hereinabove, during the period of Garden Leave, you: (i) may be required to carry out such roles and duties which may be different from your normal roles and duties; (ii) shall not visit all or any premises of the Company or its affiliates without prior written consent of the Company or your reporting manager. However, you shall make himself/herself available for work, if specifically requested by the Company. It is clarified that the Company shall not be obliged to provide you with any work; (iii) will continue to receive regular salary and other contractual benefits, provided that you comply with the terms of your employment under this letter and the policies of the Company; (iv) shall not be engaged or employed by or take up any office or partnership in any other company, firm or business, or trade on your own account; and (v) shall not contact or attempt to contact, without the prior written consent of the Company or your reporting manager, any client, competitor, customer, agent, banker, employee, supplier, professional adviser or broker of the Company and its affiliates.

On termination of employment on any grounds and/or your resignation during the period of your probation or thereafter or when so requested by the Company, you will immediately return to the respective authorities of the Company any property and/or confidential information of the Company, including without limitation, all tools, accessories, books, documents, drawings, gadgets, records, notes, reports, equipment, business cards, keys, security and computer passes, credit or charge cards, laptops, mobile telephones, vehicles (including its keys) and documentation etc. of whatsoever nature in your custody, care or charge and obtain clearance from the relevant person(s), office(s), department(s), on production of which alone your dues, if any, will be settled by the Company.

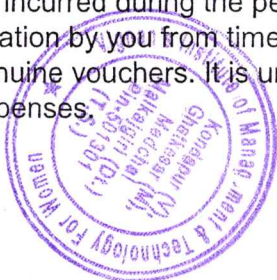
10. Training Agreement

In the event the Company sends you for training overseas to improve your knowledge / experience or skills, you will be required to sign a Training Agreement whereby you are obligated to remain in employment with the Company for a specific duration as stipulated by the Company; else you will have to compensate the Company for total costs incurred (meals, transportation charges, accommodation) in respect of the training.

11. Transfer and/or Travel

The Company reserves the right to modify your place of work or transfer you to another location or department or to another subsidiary, group company or any affiliate of the Company, whether existing now or that may be set up in future, within India and/or overseas, with or without any change to compensation / benefits as above, at the Company's discretion, whether for a temporary period or on a permanent basis.

You agree that travel is an essential element of the employment and, therefore, you may be required to work or travel to different parts of the country as well as abroad from time to time. [In relation to such business travels, whether in India or abroad, you will be reimbursed in full for all pre-approved reasonable business-related expenses incurred during the performance of your duties under this letter. The Company will reimburse upon presentation by you from time to time, of an itemized account of such expenditures, together with supporting genuine vouchers. It is understood and agreed that the Company will not reimburse your personal expenses.



PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501304
Telangana State

You further acknowledge and agree that the performance of the duties and responsibilities associated with your functions require a high degree of mobility. Such transfers will not create for you any right to ask for revision in your salary or other terms and conditions of your services. Consequent to such transfers, you shall be governed by the terms and conditions of service, laws, rules and policies as applicable to your job category or grade of employees in the new workplace.

Any refusal on your part of a reasonable request from the Company to transfer/relocate (temporarily or permanently) or travel in order to meet the Company's business needs will be treated as an act of misconduct under this letter and the policies of the Company.

12. Adherence To Company Procedures

You are required to devote your full time and attention to the services of the Company and will work for no other employer concurrently (except as required by the Company under Section 11 above). You will use your best endeavors in serving the best interest of the Company.

You shall comply with the Company's rules and regulations and observe all of Company's work procedures and policies as modified from time to time, which are part and parcel of this letter and the employment relationship between you and the Company, failing which you will be subject to disciplinary actions. You will comply with the Company's Code of Conduct and Itron India Staff Manual, as modified from time to time. Non-compliance with the provisions of the Code of Conduct, Itron India Staff Manual, policies and procedure may be grounds for termination of employment.

You agree that either during or after your employment with us, you will not divulge, disclose or utilize any confidential information belonging to the Company including plans, strategies, surveys, data, concepts, design, drawings, or proprietary information which may have come to your knowledge, and you shall both during and after your employment take all precaution to keep all such information secret. You shall be required to sign such undertakings/agreements in this respect as may be directed by the Company from time to time.

You will not, without our written permission, carry on any business or enter for any part of your time, in any capacity the services of/or be employed by any other firm, company or person.

You agree that you will not take up employment with any of the competitors of Itron Group for a period of two (2) years from the last day of your employment with the Company.

13. Conflict of Interest

While your employment with the Company continues, you agree to devote the whole of your working time to the completion of your duties, and you agree that you will not, without the prior written consent of the Company, either directly or indirectly, be engaged or involved in any other work that may conflict with your obligations to perform your duties under this letter.

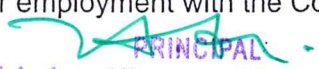
14. Employee Invention and Non-Disclosure Agreement

As a condition to your employment with the Company, you will be required to sign the "Employee Invention and Non-Disclosure Agreement", prior to the commencement of your employment with the Company, a copy of which is attached to this Offer of Employment.

15. Data Protection

You consent to the Company holding and processing, both electronically and manually, the data it collects




PRINCIPAL
Vignee's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301

in relation to you, in the course of your employment, for the purpose of the Company's administration and management of its employees, its business and/or operational purposes or for risk management or for compliance with applicable procedures, laws and regulations.

You also consent to the transfer, storage and processing by the Company of such data within or outside India, where the Company may have its offices or to the affiliates of the Company and/or any third party, whether located in India or in any other country.

You agree that the Company could share your data with government agencies mandated under the law to obtain information for the purpose of verification of identity, or for prevention, detection, investigation including cyber incidents, prosecution, and punishment of offences. The Company may also, disclose your data to any third party pursuant to an order under the law in force, for instance, when responding to summons or similar legal process, to protect against fraud and to otherwise co-operate with law enforcement or regulatory authorities.

Further, you agree to intimate the Company of any change in particulars/information that you have shared within seven (7) working days of such change.

16. Representation and warranties

You represent and warrant to the Company that (i) you have reviewed the letter and that you understand the terms, purposes, and effects of this letter; (ii) you have executed this letter of your own free will and without relying upon any statements made by the Company or any of its representatives, agents, or employees; (iii) the execution, delivery and performance of services under, this letter by you does not and will not conflict with, breach, violate or cause a default under any contract, agreement, instrument, order, judgment or decree to which you are a party or by which you are bound, and does not require the consent of any third party; (iv) the services performed by you and all items and/or materials furnished by you in connection with or as a result of such services shall not infringe upon or violate the personal, civil, or property rights, or the rights of privacy of, or constitute a libel, slander, or unfair competition against or violate or infringe upon any common law right, copyright, trademark, trade name, or patent, or any other right of any person or entity; and (v) you are legally permitted to be employed in India, and where applicable, have and will always maintain all requisite and valid licenses and work permits/visas required by you to perform your services as an employee.

17. Indemnity

You hereby agree to indemnify, defend and hold harmless the Company, from and against any and all losses, suffered or incurred by the Company as a result of your service, and which arise out of, or result from or are connected with (i) any event which occurred during the period of your employment, whether discovered then or subsequently; or (ii) any misrepresentation in, inaccuracy in or breach of any of the representation and warranties provided by you.

18. Modification of Non-Essential Terms of Employment

You expressly accept that the Company may unilaterally modify all non-essential elements of the employment agreement, including, without limitation, modification of your title, position, reporting lines, or place of work.

All other terms and conditions of service not covered herein including, hours of work, leave entitlements etc. will be in accordance with the implied or expressed Company instructions, the Itron India Staff Manual, as applicable and as may be revised by the Company at its sole discretion, and any applicable labour legislations of the Republic of India.

19. Severability

Each provision of this letter is severable and distinct from the other and if at any time one or more of such




PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Chatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State

provisions, or part of such provision(s), is or becomes invalid, void and/ or illegal, the enforceability of the remaining provisions, or part thereof, shall not in any way be affected or impaired thereby.

20. Assignment

You shall not transfer, assign or otherwise convey this letter and all or any of its rights and obligations hereunder to any party, except with the prior written permission of the Company.

21. Governing law and jurisdiction

This letter shall be governed, interpreted, construed, and enforced in accordance with the laws of India. You irrevocably agree and submit to the exclusive jurisdiction of the Courts of Bangalore.

22. Authorization to notify new employer

In the event of cessation of your employment, you hereby grant consent to the Company to notify any new employer and/or any third party about your obligations under this letter. If necessary, the Company has a right to disclose this letter to any new employer or third parties.

This offer is contingent upon successfully fulfilling the requirements of all pre-employment procedures, which includes satisfactorily passing background and reference checks as well as verification, to the satisfaction of the Company, of pre-employment documentation. If this letter meets your approval, please sign and return a signed copy of the offer letter no later than January 19, 2020. We hope that you anticipate your adventure and opportunity with Itron as much as we look forward to having you aboard.

If you have any questions regarding this letter or on any aspect of your employment, please contact Human Resources.

Yours faithfully,
ITRON INDIA PVT. LTD.

Annexure- I

The Annual Gross Fixed Salary effective **January 23, 2020** is Rupees **450,000.00** only. A detailed break-up of the salary along with available benefits is given below:-

No.	Component	Detail	Amount in INR (Per Annum)
A.	Basic Salary	40% of Gross Fixed Salary	180000
B.	Provident Fund (Company's Contribution)	12% of Basic Salary	21600
C.	Flexible Allowance	Tax benefit can be availed by distributing	248400




PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

DOC# SA/TA/HYD/2019/371

Date: 23rd March 2019

Dear Ch.Pranava,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us, we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th, 12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment your CTC will be **Rs 18,500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **22nd May 2019**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,


Manish Modi

Manager Recruitment




PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. **WARNING:** Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com



A handwritten signature in green ink, appearing to be 'S. Kalachar'.

PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501301
Telangana State

DOC# SA/TA/HYD/2019/374

Date: 23rd March 2019

Dear N.Niharika Reddy ,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us, we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad** . During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad** . However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment your CTC will be **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **22nd May 2019** . Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely


Manish Modi

Manager Recruitment




PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

15-532

LETTER OF INTENT

Date: 06/02/2019

Name: Manjula Digambar Deskatte

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of *Customer Service Associate* on a Fixed Term Employment for term less than 12 months at Hyderabad facility of Amazon Development Center India Pvt. Ltd. (the "Company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period and the same is accepted by you. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 220500/- per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per the Company's policies.

Manjula


PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Laxmi Infobahn Private Limited, IT/ITES SEZ, Floor 3rd, 4th, 5th, 6th & 7th in Tower-1, Survey No 107-(P),
Kokapet Village, Gandipet Mandal, Rangareddy District, Hyderabad-500075, Telangana.
CIN-U72200KA2004FTC034233



18-19

15-524

Campus - Letter Of Intent

18-Dec-2018

Dear GURDEEP KAUR JANDU,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	25,088
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited




PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkekar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

TECHONA ENTERPRISES

15-542

Date: 2-3-2019

Ref: TECHONA/OFR

Miss G. NAGASHIRISHA.

SUB: APPOINTMENT LETTER

Dear Miss G. NAGASHIRISHA,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- a. All academic certificates Xerox copies
- b. Two recent passport size photographs
- c. Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.Divya

Hr-Manager



PRINCIPAL

Candidate Signature

Vignans Institute of Management & Technology For Women,
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501301
Telangana State

H-No: 1-9-382/11/1, Ecil post, Kushaiguda; Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com



15-545

Offer Letter

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear Sravani Reddy Barlapally

Further to our discussions we are pleased to appoint you as Program Coordinator on probation in our Company. Your appointment takes effect from the date of reporting for duty at SCIFED Pvt Ltd. The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

- 1. DATE OF APPOINTMENT:** Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.
- 2. SALARY:** Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.
- 3. PROBATION PERIOD:** You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.
- 4. CONFIRMATION:** On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.
- 5. RULES AND REGULATIONS:** Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.
- 6. NOTICE PERIOD:** This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.



[Handwritten Signature]

PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(Dt)-501301
Telangana State

Page 1 | 4

Rev. 2018-10

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc, relating to the Company that may come to your professional knowledge as an employee of the Company.

23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.\

24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) Access to Information: Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) Non-Disclosure: You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.




Page 3 | 4
PRINCIPAL
Vignan's Institute of Management & Technology For Women, 2018-10
Kondapur(V), Ghatkeer(M), Medchal-Malkajgiri(DT)-501304
Telangana State



APPOINTMENT LETTER

April 30, 2019

Ms. Swargam Mounika
2-3-647/C/24
Premnagar, Amberpet
Hyderabad- 500013
Telangana

15-549.
18-19

Dear Swargam Mounika,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- The retirement age is 58 years.
- You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,



ASH
PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(1), Ghatkesar(H), Medchal-Malkajgiri(D), 501301
Telangana State

Registered Office:

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

Page 1

Sensitivity: Internal & Restricted

8289387



2. Compensation:

You will be eligible for:

- Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- Your salary will be reviewed periodically as per Company policy.
- Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- Leave, holidays and working hours as applicable to your stream and location of posting.
- Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- Leave Travel Assistance (LTA) as per the Company's policy.
- Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band.
- Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLG926800

Page 2

Sensitivity: Internal & Restricted


PRINCIPAL
Vignar's Institute of Management & Technology For Women
Kondapur(V), Ghatekor(M), Medchal(Malkajgiri) (T.S.R)
Telangana State

8289387



Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
- Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.



[Handwritten Signature]
PRINCIPAL

Vignana's Institute of Management & Technology for Women
Kondapur (V), Ghatkesar (M), Medchal-Malkajgiri (D)-501304
Telangana State

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



Page 4

Sensitivity: Internal & Restricted

PRINCIPAL

Vignana's Institute of Management & Technology for Women
Kondapur(V), Ghateker(M), Medchal-Malkajgiri(D)-501301
Telangana State

8289387



d. Your appointment shall be treated as withdrawn in case:

- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
- iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
- iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
- v. You have any pending backlogs/ arrears on the date of appointment.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of upto Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Chatkocer(M), Medchal-Malkajgiri(D), Pin-501301
Telangana State



Registered Office:

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

Page 5

Sensitivity: Internal & Restricted

8289387



12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on __/__/__

Name: _____

Signature: _____ Date: __/__/__

Place: _____

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



Page 6

Sensitivity: Internal & Restricted

ASH
Principal
Vignesh Institute of Management & Technology for Women
Kondapur(V), Ghatkesar(M), Medchal Malkajgiri(OT)-501301
Telangana State

8289387



ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name: _____

Date: / /

Signature:.....



ASH
PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal (R), Telangana State

Registered Office:

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

Page 7

Sensitivity: Internal & Restricted

8289387



Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: polyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

- Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
- Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
- Unauthorized disclosure or communication of UPSI.
- Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees.

For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to polyclearinghouse@wipro.com.




PRINCIPAL
Vignan's Institute of Management & Technology For Women
Kondapur(V), Chaitanya(M), Madhwal, Malkajgiri(R),
Telangana State

Registered Office:

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

Page 8

Sensitivity: Internal & Restricted

8289387



ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I -----, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- a. processing my job application including background verification checks;
- b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: / /

Signature.....



[Handwritten Signature]
PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(C)-501301
Telangana State

Registered Office:

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



ANNEXURE III

SALARY OFFER SHEET

Name : Swargam Mounika

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay (5% of CTC)	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.




PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501304
Telangana State

Registered Office:

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



Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Interest free loan of Rs.20,000/- towards housing deposits or towards purchase of two wheeler
- b. Contingency loan of Rs.50,000/- towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

Date: / /

Signature:.....



ASH
PRINCIPAL
Vignar's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(D)-501304
Telangana State

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

Name:

Date: ___/___/___

Signature:.....



Adh.

PRINCIPAL

**Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal Malkajgiri(DI), 501301
Telangana State**

Registered Office:

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



ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

- Individual linked parameter: Based on number of days billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)
- Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.
- OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay.



Handwritten signature
PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DU) - 501301
Telangana State

Registered Office:

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

Page 13

Sensitivity: Internal & Restricted

8289387



SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Page 14

Sensitivity: Internal & Restricted

PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghantasala, Medchal Mandal, Ranga Reddy District, Telangana State

8289387



5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Accommodation, Food & Other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of appointment. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
- i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.



W.A.S.H.
PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501301
Telangana State

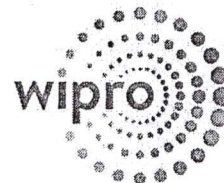
Registered Office:

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

Page 15

Sensitivity: Internal & Restricted

8289387



SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI)**. This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll which will vary based on your marital/family status, the floater sum insured as per your job grade and any top-up plan opted by you. 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.



[Signature]
PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(CD) - 501301
Telangana State

Registered Office:

Wipro Limited T : +91 (90) 2844 0011
Doddakannelli F : +91 (90) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

Page 16

Sensitivity: Internal & Restricted

8289387



Gratuity Benefit: Up to Rs. 20,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

Survivor Benefit Pension Program:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.



Handwritten signature

PRINCIPAL

Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Maikajiri(Dt)-501301
Telangana State

Registered Office:

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

Page 17

Sensitivity: Internal & Restricted

8289387



1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of upto Rs. 5,000 per week. In case of Death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Life Insurance Program: Rs. 14,00,000 In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover. Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

1. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has a Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.



[Signature]
PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur (V), Ghathasra (M), Medchal, Malkajgiri (D) - 501301
Telangana State

Registered Office:

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

Page 18

Sensitivity: Internal & Restricted

8289387

DOC# SA/TA/HYD/2019/368

Date: 23rd March 2019

Dear A.Vanaja,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us. we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th, 12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment your CTC will be **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

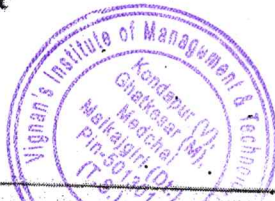
The training will commence on **22nd May 2019**. Your final assessment dates from the client will inform you during the training period.


Welcome to Savantis India Family.

Sincerely,


Manish Modi

Manager Recruitment




PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State

15-565



VIGNAN WOMEN'S <tpo.vmtw@gmail.com>

Fwd: Congratulations..You have been selected

2 messages

Likitha Edukulla <edukullalikitha123@gmail.com>
To: tpo.vmtw@gmail.com

29 March 2019 at 18:23

----- Forwarded message -----

From: **Lakshmi Navya M** <lakshminavya.makkapati@navayugainfotech.com>
Date: Fri, 29 Mar 2019, 4:20 pm
Subject: Congratulations..You have been selected
To: <edukullalikitha123@gmail.com>

Description: Offer of Employment/NIT
Description: Description: Description: Description: Description:
cid:image002.png@01D1189E.8BD27520

Dear Edukulla Likitha,

We are pleased to let you know that you have been selected for the position of Trainee – Software Engineer.

We request you to visit our office (please refer the email signature for office address) along with the following documents and collect your offer letter before **5.00 PM on Tuesday, April 02nd 2019.**

1. Original Academic Certificates (Class 10th)
2. Copy of all other Academic Certificates
3. Student ID
4. Government issued Address and Photo ID Proof

You must be accompanied by your guardian who needs to sign the employment service agreement as a surety on your behalf.

Once you arrive at the office, please contact HR.

We look forward to welcoming you at Navayuga Infotech.

Thanks & Regards,
Joshna - HR Team | +91 91009 27755

Adh
PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondepur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301

Description: Description: cid:image001.gif@01D12DB5.C63CF830



Follow: **Telangana State**
Description: Description:
cid:image003.png@01D12DB8.34857950
Description: Description:
cid:image004.png@01D12DB8.34857950

8 attachments

image012.wmz
51K

image003.png
23K

Navayuga Infotech
Office No: 2282, B R Highway, Madhav Nagar,
Pune No. 40, Suburban Road, Pune-411 004, India
Tel: +91 20 4612 4614, Fax: +91 20 4612 4615
Website: www.navayugainfotech.com

image004.gif
8K

image005.png
1K

image006.png
1K

image002.wmz
51K

Offer of Employment (A) IT
image008.png
12K

image005.png
1K

Likitha Edukulla <edukullalikitha123@gmail.com>
To: tpo.vmtw@gmail.com, chinnari8265@gmail.com

30 March 2019 at 08:15

[Quoted text hidden]

8 attachments

image012.wmz
51K

image003.png
23K

Navayuga Infotech
Office No: 2282, B R Highway, Madhav Nagar,
Pune No. 40, Suburban Road, Pune-411 004, India
Tel: +91 20 4612 4614, Fax: +91 20 4612 4615
Website: www.navayugainfotech.com

image004.gif
8K

image005.png
1K

image006.png
1K

image002.wmz
51K

Offer of Employment (A) IT
image008.png
12K

image006.png
1K



[Handwritten Signature]
PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

7. During the probation period you shall be eligible for leaves as per existing leave policy.
8. During your employment with the company:
 - You shall work full time for the company and refrain from undertaking any part time work or assignment for any other organization or company.
 - You will be required to carry out all the duties and responsibilities assigned to you by your superiors.
 - You shall not divulge any information regarding the affairs, business matters or clients of the company to any third party. You are required to sign the **Confidentiality agreement** as joining formality on the day of joining.
9. You are required to apply and maintain the highest standards of personal conduct and integrity and comply with all the policies and procedures of the company. Any action against the interests of the company will warrant disciplinary action under the Conduct and discipline rules of the company.
10. Upon separation from the company, you will be required to return all the properties of the company in your possession (Laptop, demo kit, articles, documents, books, writing pads, papers, visiting card and files etc.)
11. During your employment with the company you will be governed by the policies of the company in force as modified from time to time. The company reserves the right to make changes in the policies from time to time, which will be communicated to you.

We wish you the very best in your career with **Tvarana Software Solutions Pvt Ltd.**

In acceptance of the terms and conditions mentioned above, kindly sign and return a copy of this letter.

For **Tvarana Software Solutions Pvt. Ltd**

Priscilla Francis
Manager – Human Resources

AGREED & ACCEPTED:




PRINCIPAL

Tvarana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Tvarana Software Solutions Pvt Ltd.



V. Asha
PRINCIPAL

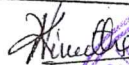
Vignani's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(Dt)-501301
Telangana State

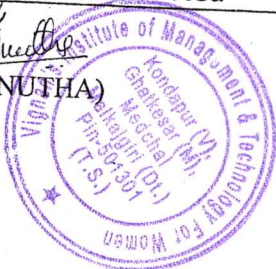
Tvarana Software Solutions Pvt Ltd.

ATOS SYNTEL

REPORT TO THE PRINCIPAL

Company Name	ATOS SYNTEL
Domain	SOFTWARE DEVELOPMENT / INFORMATION TECHNOLOGY
Designation	Associate Consultant (AC1)
Work Location	Pune/ Mumbai / Chennai
Potential Interview Date	1st February, 2019 and 2nd February, 2019 at Institute of Aeronautical Engineering
Mode of Interview	Online test
CTC per Annum	3.1 lpa
Eligibility Criteria	<ul style="list-style-type: none">• 2019 Full Time graduates: Only from recognized universities• Courses & Streams:<ul style="list-style-type: none">o B. E / B. Tech: Computer Science, Information Technologyo MCA: Computer Application• Aggregate %: Minimum 60% in SSC (X), HSC (XII), Graduation (UG) and Post- Graduation (PG) [All Semesters]• Backlog: NO current backlog(s)• Education Break: Maximum 1 year break in education is allowed (From X/SSC to Highest Qualification)
Bond Period	-
Notice Period	-
Job Description	-
Interview Process	<p>Candidate Registration Link:URL: http://tests.mettl.com/drive/Syntellect-2019-BE-MCA-Candidate-Registration-Form/</p> <p>By registering, candidates get a chance to be eligible for Syntel's campus recruitment drive - Atos Syntel2019. The registration does not qualify candidates for the aforesaid campus drive, the selection whereof is at the sole prerogative of Syntel basis its selection and other criteria for placements. Selection for employment in Syntel happens through a strictly formal interview process by Syntel (Mettl has no role in the same) and the decision to offer employment will be taken by Syntel at its sole discretion, shall be final and binding on candidates.</p>
Total Shortlisted	CSE 35
Shortlisted to 1 st Round (Online Test)	11
Final Shortlisted	2


(K. VINUTHA)




PRINCIPAL
Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

15-576



VIGNAN WOMEN'S <tpo.vmtw@gmail.com>

ID:15UP1A0576 Atos Syntel Communication | Joining Intimation (Joining kit attached)

1 message

MOOLA VIDYA SRI <vidyasri.moola5@gmail.com>
To: tpo.vmtw@gmail.com

21 November 2019 at 12:39

----- Forwarded message -----

From: campusbgv <campusbgv@syntelinc.com>
Date: Wed, 20 Nov, 2019, 5:07 PM
Subject: Atos Syntel Communication | Joining Intimation (Joining kit attached)
To: vidyasri.moola5@gmail.com <vidyasri.moola5@gmail.com>

cid:image001.jpg@01D59FC4.4DCDD880

Dear Moola Vidya Sri,

Congratulations! We are pleased to confirm you're joining at Atos Syntel as per the details mentioned in this email.

As we welcome you to be a part of Atos Syntel, we request you to kindly go through the details and basic guidelines on the joining formalities to ensure that you have a smooth on-boarding experience with Atos Syntel.

Date of Joining: 27th November 2019, Wednesday

Reporting Time: 9:00 AM

Dress Code: Business formals / Business casuals

Joining Location: Chennai

Work Location Address:

Atos-SYNTTEL PVT LTD

Atos SYNTTEL Pvt. Ltd., SEZ Unit,

Plot. H7 & H8, SIPCOT IT Park,

Siruseri, Chennai – 603103

Direction Map: <https://goo.gl/maps/9aqZpb7ws9jr59hg9>

Important Instructions

Please read the instructions mentioned in the attached joining kit carefully.

- You will be covered under the "Atos Syntel Induction Program" on your date of joining. Please ensure that you arrive on time at the induction venue



Signature
PRINCIPAL
Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DU)-501301
Telangana State

- As per policy, outstation candidates can avail the guest house accommodation facility if required, for a period of **seven calendar days** only; details of place of accommodation will be sent soon
- All outstation candidates are advised to be at their joining location a day in advance to avoid any delays, and hence your guest house bookings are accordingly made
- You need to submit your PAN card on the date of joining. This is an important document for processing your pay. In case you do not hold a PAN card, you are required to mandatorily apply for the same before joining and submit the "Acknowledgement Copy" on your date of joining
- It is mandatory to carry all the documents mentioned in the attachment on your date of joining, for completing your joining formalities
- The allocated joining location is definite and the date of joining is non-extendable
- Read about Atos Syntel on www.atos-syntel.net

Looking forward to your on-boarding and wishing you a wonderful career with Atos Syntel.

NOTE: For any queries please reach out to campushelpdesk@syntelinc.com

Warm Regards,

Human Resources | Campus Recruitment Team

This Internet message may contain information that is privileged, confidential and exempt from disclosure. It is intended for use only by the person to whom it is addressed. If you have received this in error, please (1) do not forward, print or use this information in any way, and (2) contact the sender immediately. Neither this information block, the typed name of the sender, nor anything else in this message is intended to constitute an electronic signature unless a specific statement to the contrary is included in this message. Any personal data contained in this internet message may be subject to additional confidentiality and regulatory requirements.

3 attachments



image001.jpg
7K



image001.jpg
7K

Joining Kit 2019.pdf
98K



PRINCIPAL
Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

27th March, 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Moola Vidya Sri,
Syntellect ID: SBE1919748

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
- You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.




PRINCIPAL
Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-561304
Telangana State

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

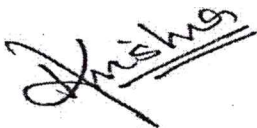
You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,



Adarsh Krishna

Head - Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature




PRINCIPAL
Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkasar(M), Medchal-Majalgiri(D)-501301
Telangana State

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Moola Vidya Sri			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	Monthly	Yearly
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	100%	25,433	305,200
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	400	4,800
	-		
Total Compensation (I + II)	-	25,833	310,000



Vignaa
PRINCIPAL
 Vignaa's Institute of Management & Technology For Women
 Kondapur(V), Ghatkoteer(M), Medchal-Malkajiri(Dt)-501301
 Telangana State

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC



PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V), Chatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

18-14

15-576

27th March, 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Moola Vidya Sri,
Syntellect ID: SBE1919748

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.



Handwritten signature

PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501304
Telangana State

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Moola Vidya Sri			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	<u>%</u>	Monthly	Yearly
Basic Pay (A)	<u>40%</u>	9,033	108,400
HRA (B)	<u>50%</u>	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	<u>100%</u>	25,433	305,200
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	400	4,800
	-		
Total Compensation (I + II)	-	25,833	310,000



PRINCIPAL
 Vignans Institute of Management & Technology For Women
 Kondapur(V), Ghatkesar(M), Medchal-Malkajiri(Dt)-501301
 Telangana State

18-19

15-507

27th March, 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Gopishetty Sahaja,
Syntellect ID: SBE1950120

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.




PRINCIPAL

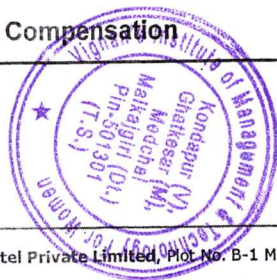
Vignani's Institute of Management & Technology For W
Kondapur(V), Ghatekar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Gopishetty Sahaja			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	Monthly	Yearly
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	100%	25,433	305,200
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	400	4,800
	-		
Total Compensation (I + II)	-	25,833	310,000



Vignee's Institute of Management & Technology for Women
 Kondapur(V), Ghatkesar(N), Medchal-Malkajgiri(DT)-501301
 Telangana State

DOC# SA/TA/HYD/2019/366

Date: 23rd March 2019

Dear R.Manasa,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us, we are happy to offer you the position of **Trainee Analyst with Savantis India**.

Your place of training will be at **Hyderabad**, During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.


1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th, 12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment your CTC will be **Rs 18,500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **22nd May 2019**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,


Manish Modi

Manager Recruitment




PRINCIPAL
Vignans Institute of Management & Technology Fo.
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

15-584

----- Forwarded message -----

From: manasa ravalkole <manasaravalkole84@gmail.com>

To: tpo.vmtw@gmail.com

Cc:

Bcc:

Date: Tue, 12 Mar 2019 21:23:18 +0530

Subject: Re: Congratulations - Campus 2019!!!!!!

On Mon, Mar 11, 2019, 4:17 PM <seenu.kumar@teleperformance.com> wrote:

> Dear Student,

>

> Warm Greetings from Teleperformance DIBS.

>

> We appreciate your participation and interest shown to join TP Family as a
> campus recruit. Further to our discussion, we are happy to inform that you
> have cleared all the TP assessments. As confirmed in the campus, we would
> process you for a final round of discussion with client post your
> graduation. Our team will get in touch with you once we hear back from the
> universities about your results.

>

> Please focus on the developmental areas as suggested by Recruitment team.

>

> *All the Best**JJ*

>

> Note: Graduation is mandatory for any role with us, hence your result has
> a direct impact whether to process or drop your candidature.

>

>

>

>

>

>

> *

>

> *Seenu Arvind Kumar*

>

> *Sr. Manager – Human Resources*

>

> *Teleperformance D.I.B.S.*




PRINCIPAL
Vignans Institute of Management & Technology For Women,
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

DOC# SA/TA/HYD/2019/376

Date: 23rd March 2019

Dear S.Vaishanavi,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us, we are happy to offer you the position of **Trainee Analyst** with Savantis India.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th, 12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment your **CTC** will be **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **22nd May 2019**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,


Manish Modi

Manager Recruitment




PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt.)-501301
Telangana State



February 8, 2019

SARIKONDA POOJA
H.No. 7-84/A,
Sarapaka,
Bhadradri Kothagudem.

Dear SARIKONDA POOJA,

Further to our interactions with you, we are pleased to offer you an **Internship** position in **Training** Department at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

In addition to the duties that were outlined during your interview, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induction training and subsequently when you travel as a trainer. Your base location and date of joining will be intimated closer to your joining.

This internship is strictly full-time. During your internship, you will be paid stipend of Rs. 8,000/-per month plus an accommodation allowance (depending upon your base location). A full time offer of employment with CTC of Rs.2.64 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base locations (different from your base location during internship) when being made a full-time offer.

Thank you.
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd

Arumugam N Vadivelu
Manager-Human Resources



PRINCIPAL
Vignan's Institute of Management & Technology For Women
Kondapur(V),Chatkesar(M),Medchal-Malkajgiri(DI)-501301
Telangana State

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

February 8, 2019

PUTTA DEEKSHITHA
H.No. 7-153,
Angadi Bazar,
Mothkur.

Dear PUTTA DEEKSHITHA,

Further to our interactions with you, we are pleased to offer you an **Internship** position in **Training** Department at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

In addition to the duties that were outlined during your interview, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induction training and subsequently when you travel as a trainer. Your base location and date of joining will be intimated closer to your joining.

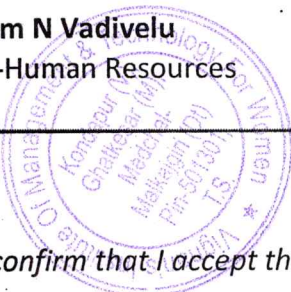
This internship is strictly full-time. During your internship, you will be paid stipend of Rs. 8,000/-per month plus an accommodation allowance (depending upon your base location). A full time offer of employment with CTC of Rs.2.64 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base locations (different from your base location during internship) when being made a full-time offer.

Thank you.

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd

Arumugam N Vadivelu
Manager-Human Resources



Adn.

PRINCIPAL

Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-501304
Telangana State

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

February 8, 2019

VALABOJU DIVYA SRI
H.No. 4-82,
Elagalagudem,
Munugode.

Dear VALABOJU DIVYA SRI,

Further to our interactions with you, we are pleased to offer you an **Internship** position in **Training Department** at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).


In addition to the duties that were outlined during your interview, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induction training and subsequently when you travel as a trainer. Your base location and date of joining will be intimated closer to your joining.

This internship is strictly full-time. During your internship, you will be paid stipend of Rs. 8,000/-per month plus an accommodation allowance (depending upon your base location). A full time offer of employment with CTC of Rs.2.64 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base locations (different from your base location during internship) when being made a full-time offer.

Thank you.
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd

Arumugam N Vadivelu

Arumugam N Vadivelu
Manager-Human Resources



Arumugam N Vadivelu
PRINCIPAL
Women's Institute of Management & Technology For Women
Kandapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

February 8, 2019

SUNKARA SAIMOUNIKA
H.No. 18-14-58/1,
Vasavi colony,
Miryalaguda.

Dear SUNKARA SAIMOUNIKA,

Further to our interactions with you, we are pleased to offer you an **Internship** position in **Training** Department at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

In addition to the duties that were outlined during your interview, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induction training and subsequently when you travel as a trainer. Your base location and date of joining will be intimated closer to your joining.

This internship is strictly full-time. During your internship, you will be paid stipend of Rs. 8,000/-per month plus an accommodation allowance (depending upon your base location). A full time offer of employment with CTC of Rs.2.64 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base locations (different from your base location during internship) when being made a full-time offer.

Thank you.

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd


Arumugam N Vadivelu
Manager-Human Resources


PRINCIPAL
Vignona's Institute of Management & Technology For Women
Kondapur(Y), Ghatkesar(M), Medchal-Malkajgiri(DJ)-Sulust
Telangana State

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

15-541.

Focus Academy for Career Enhancement
An IIM Graduates' Enterprise

FACE

February 8, 2019

PULAMONI PRAVALIKA
H.No. 11-1-118/1,
Ballepally,
Khammam.

Dear PULAMONI PRAVALIKA,

Further to our interactions with you, we are pleased to offer you an **Internship** position in **Training** Department at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

In addition to the duties that were outlined during your interview, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induction training and subsequently when you travel as a trainer. Your base location and date of joining will be intimated closer to your joining.

This internship is strictly full-time. During your internship, you will be paid stipend of Rs. 8,000/-per month plus an accommodation allowance (depending upon your base location). A full time offer of employment with CTC of Rs.2.64 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base locations (different from your base location during internship) when being made a full-time offer.

Thank you.

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd

Arumugam N Vadivelu
Manager-Human Resources

PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(D)-501301
Telangana State

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

February 8, 2019

BONTHU TARUNA SRI
H.No. 3-8-1/3,
Sarooranagar,
Hyderabad.

Dear BONTHU TARUNA SRI,

Further to our interactions with you, we are pleased to offer you an **Internship** position in **Training** Department at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

In addition to the duties that were outlined during your interview, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induction training and subsequently when you travel as a trainer. Your base location and date of joining will be intimated closer to your joining.

This internship is strictly full-time. During your internship, you will be paid stipend of Rs. 8,000/-per month plus an accommodation allowance (depending upon your base location). A full time offer of employment with CTC of Rs.2.64 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base locations (different from your base location during internship) when being made a full-time offer.

Thank you.

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd

Arumugam N Vadivelu
Arumugam N Vadivelu
Manager-Human Resources



Arumugam N Vadivelu
PRINCIPAL
Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkeer(M), Medchal-Malkajgiri(DT)-501301
Telangana State

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

February 8, 2019

K ANUSHA
H.No.7-174/1/A,
Sai Nagar Colony,
Ghatkesar.

Dear K ANUSHA,

Further to our interactions with you, we are pleased to offer you an **Internship** position in **Training** Department at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

In addition to the duties that were outlined during your interview, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induction training and subsequently when you travel as a trainer. Your base location and date of joining will be intimated closer to your joining.

This internship is strictly full-time. During your internship, you will be paid stipend of Rs. 8,000/-per month plus an accommodation allowance (depending upon your base location). A full time offer of employment with CTC of Rs.2.64 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base locations (different from your base location during internship) when being made a full-time offer.

Thank you.

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd


Arumugam N Vadivelu
Manager-Human Resources




PRINCIPAL
Vignn's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

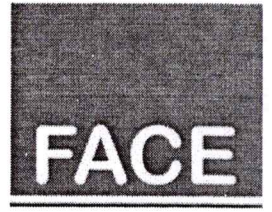
ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

15-505

Focus Academy for Career Enhancement
An IIM Graduates' Enterprise



February 8, 2019

BODIKA SANDHYA RANI
H.No. 4-7-322/1,
Hayath Nagar,
Hyderabad.

Dear BODIKA SANDHYA RANI,

Further to our interactions with you, we are pleased to offer you an **Internship** position in **Training Department** at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

In addition to the duties that were outlined during your interview, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induction training and subsequently when you travel as a trainer. Your base location and date of joining will be intimated closer to your joining.

This internship is strictly full-time. During your internship, you will be paid stipend of Rs. 8,000/-per month plus an accommodation allowance (depending upon your base location). A full time offer of employment with CTC of Rs.2.64 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base locations (different from your base location during internship) when being made a full-time offer.

Thank you.

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd

Arumugam N Vadivelu
Manager-Human Resources



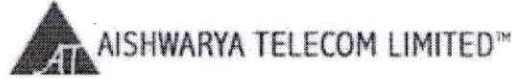
PRINCIPAL
Wignan's Institute of Management & Technology For Women
Kondapur (V), Ghatkesar (M), Medchal-Malkajgiri (DU)-501301
Telangana State

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

15-479



Date: 30.11.2018

Personal & Confidential

Yasa Minisha Reddy

Offer of Employment

Dear Yasa Minisha Reddy,

This has reference to the discussions you had with us, we are pleased to make an offer to you as **Telecom Engineer** and the details given below. This offer is subject to your acceptance of the enclosed terms and conditions.

Total Compensation: You will be under training for a period of six months with a stipend of **Rs.15000/- PM**. On successful completion of the training period you will be placed under probation period with a compensation package of **275037/- CTC P.A.** on the terms and conditions enclosed here with.

We welcome you to the Aishwarya Telecom Ltd family and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please contact Mr. Ajazur Rahaman Mohammed from the Talent Acquisition.

Service Commitment You are required to execute a Service Agreement for 3 years (Liquidated damages for breach of agreement- 200000/- (Two Lakhs only) Rupees) & Employee Non- Disclosure Agreement

We will initiate the pre on boarding processes and provide you any additional requirements for onboarding separately.

For Aishwarya Telecom Ltd.


VIJAY KUMAR.
SENIOR MANAGER - HR - TA

Annexures:

- 1) Compensation Structure Details (if applicable)
- 2) Instructions for onboarding
- 3) Terms and conditions




PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

15-452



Date: 30.11.2018

Personal & Confidential

Gundagani Nagashirisha

Offer of Employment

Dear Gundagani Nagashirisha,

This has reference to the discussions you had with us, we are pleased to make an offer to you as **Telecom Engineer** and the details given below. This offer is subject to your acceptance of the enclosed terms and conditions.

Total Compensation: You will be under training for a period of six months with a stipend of **Rs.15000/- PM**. On successful completion of the training period you will be placed under probation period with a compensation package of **275037/- CTC P.A.** on the terms and conditions enclosed here with.

We welcome you to the Aishwarya Telecom Ltd family and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please contact Mr. Ajazur Rahaman Mohammed from the Talent Acquisition.

Service Commitment You are required to execute a Service Agreement for 3 years (Liquidated damages for breach of agreement- 200000/- (Two Lakhs only) Rupees) & Employee Non- Disclosure Agreement

We will initiate the pre on boarding processes and provide you any additional requirements for onboarding separately.

For Aishwarya Telecom Ltd.


VIJAY KUMAR,
SENIOR MANAGER - HR - TA

Annexures:

- 1) Compensation Structure Details (if applicable)
- 2) Instructions for onboarding
- 3) Terms and conditions




PRINCIPAL
Vignan's Institute of Management & Technology For Women
Kondapur(V), Chatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

15-434.



Date: 30.11.2018

Personal & Confidential

Paladugula Srikavya

Offer of Employment

Dear Paladugula Srikavya,

This has reference to the discussions you had with us, we are pleased to make an offer to you as **Telecom Engineer** and the details given below. This offer is subject to your acceptance of the enclosed terms and conditions.

Total Compensation: You will be under training for a period of six months with a stipend of **Rs.15000/- PM**. On successful completion of the training period you will be placed under probation period with a compensation package of **275037/- CTC P.A.** on the terms and conditions enclosed here with.

We welcome you to the Aishwarya Telecom Ltd family and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please contact Mr. Ajazur Rahaman Mohammed from the Talent Acquisition.

Service Commitment You are required to execute a Service Agreement for 3 years (Liquidated damages for breach of agreement- 200000/- (Two Lakhs only) Rupees) & Employee Non- Disclosure Agreement

We will initiate the pre on boarding processes and provide you any additional requirements for onboarding separately.

For Aishwarya Telecom Ltd.


VIJAY KUMAR.
SENIOR MANAGER - HR - TA

Annexures:

- 1) Compensation Structure Details (if applicable)
- 2) Instructions for onboarding
- 3) Terms and conditions




PRINCIPAL
Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

15-471



Date: 30.11.2018

Personal & Confidential

Peramalla Kavya

Offer of Employment

Dear Peramalla Kavya,

This has reference to the discussions you had with us, we are pleased to make an offer to you as **Telecom Engineer** and the details given below. This offer is subject to your acceptance of the enclosed terms and conditions.

Total Compensation: You will be under training for a period of six months with a stipend of **Rs.15000/- PM**. On successful completion of the training period you will be placed under probation period with a compensation package of **275037/- CTC P.A.** on the terms and conditions enclosed here with.

We welcome you to the Aishwarya Telecom Ltd family and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please contact Mr. Ajazur Rahaman Mohammed from the Talent Acquisition.

Service Commitment You are required to execute a Service Agreement for 3 years (Liquidated damages for breach of agreement- 200000/- (Two Lakhs only) Rupees) & Employee Non- Disclosure Agreement

We will initiate the pre on boarding processes and provide you any additional requirements for onboarding separately.

For Aishwarya Telecom Ltd.

M. Vijay

VIJAY KUMAR.
SENIOR MANAGER - HR - TA

Annexures:

- 1) Compensation Structure Details (if applicable)
- 2) Instructions for onboarding
- 3) Terms and conditions



V. Asha
PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501107
Telangana State



15-507

Offer Letter

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear Bomma Akhila,

Further to our discussions we are pleased to appoint you as **Program Coordinator** on probation in our Company. Your appointment takes effect from the date of reporting for duty at **SCIFED Pvt Ltd.** The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

1. DATE OF APPOINTMENT: Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.

2. SALARY: Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.

3. PROBATION PERIOD: You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.

4. CONFIRMATION: On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.

5. RULES AND REGULATIONS: Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.

6. NOTICE PERIOD: This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.



[Signature]
PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

7. LEAVE: You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.

8. GENERAL: During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.

9. PLACE OF POSTING AND TRANSFER: Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.

10. TRAVEL: You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.

11. OTHER EMPLOYMENTS: Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.

12. TRAININGS OR EXAMINATIONS: At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.

13. FITNESS: You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.

14. RESPONSIBILITIES: In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.

15. INTELLECTUAL PROPERTY: If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.

16. PAST RECORD: If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.




PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal- Malkajgiri(Dt)-501301
Telangana State

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc, relating to the Company that may come to your professional knowledge as an employee of the Company.

23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.\

24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.




PRINCIPAL
Vignee's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-
Telangana State
Page 3 | 4
Rev. 2018-19

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

For SCIFED Pvt. Ltd.

Accepted the Offer

Ramesh Komara

Manager | Human Resources

Employee Name: Bomma Akhila

Designation: Program Coordinator




PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Chatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State

Page 4 | 4

Rev. 2018-19



Annexure: Compensation Structure

Name: Bomma Akhila
Employee ID:
Date of Joining: 29-May-2019
Designation: Program Coordinator
Total CTC (INR): 184044 .00

Employee					
Gross Salary Components			Deduction Components		
	P.M.	P.A.		P.M.	P.A.
Basic	5600.00	67200.00	Employee Contribution to PF	672.00	8064.00
A	2240.00	26880 .00	Employee Contribution to ESI	245.00	7984.00
Conveyance	1600.00	19200.00	Professional Tax		
Special Allowance	4560.00	54720.00			
Gross Salary (A)	14000.00	168000.00	Deductions(B)	917.00	11004.00
Net Salary* (A-B)	13083.00	156996 .00	Above deductions are without TDS		

Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

*Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,
For SCIFED Pvt Ltd

Accepted the offer

Ramesh Komara
HR Manager



Handwritten signature
PRINCIPAL

Vignana's Institute of Management & Technology For Women
Kondapur(V),Chaitanyeswar(M),Medchal-Malkajgiri(DD)-501301
Telangana State

Employee Name: Bomma Akhila
Designation: Program Coordinator

Offer Letter

15-513

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear D A Divya,

Further to our discussions we are pleased to appoint you as **Program Coordinator** on probation in our Company. Your appointment takes effect from the date of reporting for duty at **SCIFED Pvt Ltd.** The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

1. DATE OF APPOINTMENT: Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.

2. SALARY: Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.

3. PROBATION PERIOD: You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.

4. CONFIRMATION: On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.

5. RULES AND REGULATIONS: Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.

6. NOTICE PERIOD: This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.


PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Chaitkesar(M), Medchal-Malkajgiri(OT)-501301
Telangana State

Page 1 | 4

Rev. 2018-19

- 7. LEAVE:** You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.
- 8. GENERAL:** During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.
- 9. PLACE OF POSTING AND TRANSFER:** Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.
- 10. TRAVEL:** You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.
- 11. OTHER EMPLOYMENTS:** Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.
- 12. TRAININGS OR EXAMINATIONS:** At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.
- 13. FITNESS:** You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.
- 14. RESPONSIBILITIES:** In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.
- 15. INTELLECTUAL PROPERTY:** If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.
- 16. PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.




PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(Dt)-501301
Telangana State

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc, relating to the Company that may come to your professional knowledge as an employee of the Company.

23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.

24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.




PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

Accepted the Offer

For SCIFED Pvt. Ltd.

Ramesh Komara

Manager | Human Resources

Employee Name: D A Divya

Designation: Program Coordinator




PRINCIPAL
Vignaa's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-501301
Telangana State



Annexure: Compensation Structure

Name: D A Divya
Employee ID:
Date of Joining: 29-May-2019
Designation: Program Coordinator
Total CTC (INR): 184044 .00

Employee					
Gross Salary Components	P.M.	P.A.	Deduction Components	P.M.	P.A.
Basic	5600.00	67200.00	Employee Contribution to PF	672.00	8064.00
A	2240.00	26880 .00	Employee Contribution to ESI	245.00	7984.00
Conveyance	1600.00	19200.00	Professional Tax		
Special Allowance	4560.00	54720.00			
Gross Salary (A)	14000.00	168000.00	Deductions(B)	917.00	11004.00
Net Salary* (A-B)	13083.00	156996 .00	Above deductions are without TDS		

Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

*Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,
For SCIFED Pvt Ltd

Accepted the offer

Ramesh Komara
HR Manager



PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State

Employee Name: D A Divya
Designation: Program Coordinator



15-448

Offer Letter

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear Billakanti Ravali,

Further to our discussions we are pleased to appoint you as Program Coordinator on probation in our Company. Your appointment takes effect from the date of reporting for duty at SCIFED Pvt Ltd. The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

1. DATE OF APPOINTMENT: Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.

2. SALARY: Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.

3. PROBATION PERIOD: You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.

4. CONFIRMATION: On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.

5. RULES AND REGULATIONS: Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.

6. NOTICE PERIOD: This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.



[Signature]
PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Chaitkasaar(M), Medchal-Malkajgiri(DI)-501301
Telangana State

Page 1 | 4

Rev. 2018-19

- 7. LEAVE:** You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.
- 8. GENERAL:** During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.
- 9. PLACE OF POSTING AND TRANSFER:** Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.
- 10. TRAVEL:** You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.
- 11. OTHER EMPLOYMENTS:** Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.
- 12. TRAININGS OR EXAMINATIONS:** At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.
- 13. FITNESS:** You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.
- 14. RESPONSIBILITIES:** In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.
- 15. INTELLECTUAL PROPERTY:** If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.
- 16. PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.



Vignans
PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc, relating to the Company that may come to your professional knowledge as an employee of the Company.

23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.\

24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) Access to Information: Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) Non-Disclosure: You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.




PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(Dt)-501301
Telangana State

- a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.
- b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.
- c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.
- d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

For SCIFED Pvt. Ltd.

Accepted the Offer

Ramesh Komara

Manager | Human Resources

Employee Name: Billakanti Ravali

Designation: Program Coordinator



[Signature]
PRINCIPAL
Vignans Institute of Management & Technology for Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State



Annexure: Compensation Structure

Name: Billakanti Ravali
Employee ID:
Date of Joining: 29-May-2019
Designation: Program Coordinator
Total CTC (INR): 184044 .00

Employee							
Gross Salary Components		P.M.	P.A.	Deduction Components		P.M.	P.A.
Basic		5600.00	67200.00	Employee Contribution to PF		672.00	8064.00
RA		2240.00	26880 .00	Employee Contribution to ESI		245.00	7984.00
Conveyance		1600.00	19200.00	Professional Tax			
Special Allowance		4560.00	54720.00				
Gross Salary (A)		14000.00	168000.00	Deductions(B)		917.00	11004.00
Net Salary* (A-B)		13083.00	156996 .00	Above deductions are without TDS			

Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

*Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,
For SCIFED Pvt Ltd

Accepted the offer

PRINCIPAL
Vignn's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(Dt)-501301
Telangana State

Ramesh Komara
HR Manager



Employee Name: Billakanti Ravali
Designation: Program Coordinator



15-564

Offer Letter

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear Dapalli Amani,

Further to our discussions we are pleased to appoint you as Program Coordinator on probation in our Company. Your appointment takes effect from the date of reporting for duty at SCIFED Pvt Ltd. The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

- 1. DATE OF APPOINTMENT:** Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.
- 2. SALARY:** Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.
- 3. PROBATION PERIOD:** You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.
- 4. CONFIRMATION:** On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.
- 5. RULES AND REGULATIONS:** Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.
- 6. NOTICE PERIOD:** This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.





PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

7. LEAVE: You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.

8. GENERAL: During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.

9. PLACE OF POSTING AND TRANSFER: Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.

10. TRAVEL: You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.

11. OTHER EMPLOYMENTS: Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.

12. TRAININGS OR EXAMINATIONS: At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.

13. FITNESS: You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.

14. RESPONSIBILITIES: In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.

15. INTELLECTUAL PROPERTY: If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.

16. PAST RECORD: If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.




PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana, India

Page 2 | 4

Rev. 2018-19

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc, relating to the Company that may come to your professional knowledge as an employee of the Company.

23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.\


24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) Access to Information: Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) Non-Disclosure: You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.




PRINCIPAL
Vignana's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(Dt)-501301
Tel Page 3 | 4

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

For SCIFED Pvt. Ltd.

Accepted the Offer

Ramesh Komara

Manager | Human Resources

Employee Name: Daripalli Amani

Designation: Program Coordinator




PRINCIPAL
Vignn's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(Dt)-501301
Telangana State

Page 4 | 4

Rev. 2018-19



Annexure: Compensation Structure

Name: Daripalli Amani
Employee ID:
Date of Joining: 29-May-2019
Designation: Program Coordinator
Total CTC (INR): 184044 .00

Employee									
Gross Salary Components	P.M.		P.A.		Deduction Components	P.M.		P.A.	
Basic	5600.00		67200.00		Employee Contribution to PF	672.00		8064.00	
HRA	2240.00		26880 .00		Employee Contribution to ESI	245.00		7984.00	
Conveyance	1600.00		19200.00		Professional Tax				
Special Allowance	4560.00		54720.00						
Gross Salary (A)	14000.00		168000.00		Deductions(B)	917.00		11004.00	
Net Salary* (A-B)	13083.00		156996 .00		Above deductions are without TDS				

Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

*Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,
For SCIFED Pvt Ltd

Accepted the offer



Ramesh Komara
HR Manager


PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal- Malkajgiri(Dt)-501301
Telangana State

Employee Name: Daripalli Amani
Designation: Program Coordinator



Offer Letter

15-574

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear Mende Kavya,

Further to our discussions we are pleased to appoint you as Program Coordinator on probation in our Company. Your appointment takes effect from the date of reporting for duty at SCIFED Pvt Ltd. The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

1. DATE OF APPOINTMENT: Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.

2. SALARY: Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.

3. PROBATION PERIOD: You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.

4. CONFIRMATION: On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.

5. RULES AND REGULATIONS: Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.

6. NOTICE PERIOD: This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.



Handwritten signature

PRINCIPAL

Vignam's Institute of Management & Technology For Women
Kondapur(V), Ghatekar(M), Medchal-Malkajgiri(DU)-501301
Telangana State

Page 1 | 4

Rev. 2018-19

7. LEAVE: You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.

8. GENERAL: During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.

9. PLACE OF POSTING AND TRANSFER: Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.

10. TRAVEL: You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.

11. OTHER EMPLOYMENTS: Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.

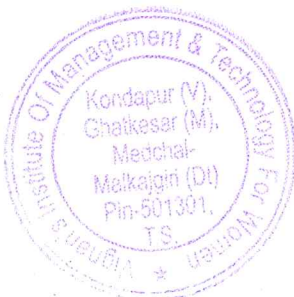
12. TRAININGS OR EXAMINATIONS: At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.

13. FITNESS: You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.

14. RESPONSIBILITIES: In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.

15. INTELLECTUAL PROPERTY: If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.

16. PAST RECORD: If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.



PRINCIPAL
Women's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(DI)-501301
Telangana State

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company.

23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.\

24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) Access to Information: Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) Non-Disclosure: You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.




PRINCIPAL
Women's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State



a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

For SCIFED Pvt. Ltd.

Accepted the Offer

Ramesh Komara

Manager | Human Resources

Employee Name: Mende Kavya

Designation: Program Coordinator



PRINCIPAL

Vignans Institute of Management & Technology For Women,
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(D)-501301
Telangana State

Page 4 | 4

Rev. 2018-19



Annexure: Compensation Structure

Name: Mende Kavya
Employee ID:
Date of Joining: 29-May-2019
Designation: Program Coordinator
Total CTC (INR): 184044 .00

Employee					
Gross Salary Components			Deduction Components		
	P.M.	P.A.		P.M.	P.A.
Basic	5600.00	67200.00	Employee Contribution to PF	672.00	8064.00
HRA	2240.00	26880 .00	Employee Contribution to ESI	245.00	7984.00
Conveyance	1600.00	19200.00	Professional Tax		
Special Allowance	4560.00	54720.00			
Gross Salary (A)	14000.00	168000.00	Deductions(B)	917.00	11004.00
Net Salary* (A-B)	13083.00	156996 .00	Above deductions are without TDS		

Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

*Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,
 For SCIFED Pvt Ltd

Accepted the offer

Ramesh Komara
 HR Manager



PRINCIPAL
 Vignans Institute of Management & Technology For Women
 Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
 Telangana State

Employee Name: Mende Kavya
Designation: Program Coordinator



Offer Letter

15-577

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear N Usharani,

Further to our discussions we are pleased to appoint you as **Program Coordinator** on probation in our Company. Your appointment takes effect from the date of reporting for duty at **SCIFED Pvt Ltd.** The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

1. DATE OF APPOINTMENT: Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.

2. SALARY: Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.

3. PROBATION PERIOD: You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.

4. CONFIRMATION: On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.

5. RULES AND REGULATIONS: Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.

6. NOTICE PERIOD: This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.



[Signature]
PRINCIPAL

Vignani's Institute of Management & Technology For Women Page 1 | 4
Kondapur(V), Ghatkesar(M), Medchal-Malkajiri(Dt)-501301
Telangana State

Rev. 2018-19

- 7. LEAVE:** You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.
- 8. GENERAL:** During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.
- 9. PLACE OF POSTING AND TRANSFER:** Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.
- 10. TRAVEL:** You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.
- 11. OTHER EMPLOYMENTS:** Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.
- 12. TRAININGS OR EXAMINATIONS:** At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.
- 13. FITNESS:** You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.
- 14. RESPONSIBILITIES:** In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.
- 15. INTELLECTUAL PROPERTY:** If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.
- 16. PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.




PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkoesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc, relating to the Company that may come to your professional knowledge as an employee of the Company.

23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.

24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.




PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

For SCIFED Pvt. Ltd.

Accepted the Offer

Ramesh Komara

Manager | Human Resources

Employee Name: N Usharani

Designation: Program Coordinator



PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Maikaajiri(Dt)-501301
Telangana State

Page 4 | 4

Rev. 2018-19



Annexure: Compensation Structure

Name: N Usharani
Employee ID:
Date of Joining: 29-May-2019
Designation: Program Coordinator
Total CTC (INR): 184044 .00

Employee					
Gross Salary Components	P.M.	P.A.	Deduction Components	P.M.	P.A.
Basic	5600.00	67200.00	Employee Contribution to PF	672.00	8064.00
RA	2240.00	26880 .00	Employee Contribution to ESI	245.00	7984.00
Conveyance	1600.00	19200.00	Professional Tax		
Special Allowance	4560.00	54720.00			
Gross Salary (A)	14000.00	168000.00	Deductions(B)	917.00	11004.00
Net Salary* (A-B)	13083.00	156996 .00	Above deductions are without TDS		

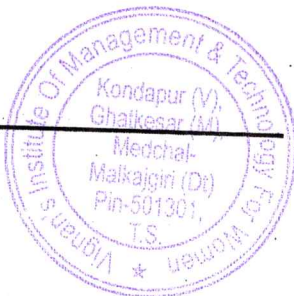
Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

*Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,
For SCIFED Pvt Ltd

Accepted the offer

Ramesh Komara
HR Manager




PRINCIPAL
Vigada's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Employee Name: N Usharani
Designation: Program Coordinator



Offer Letter

15-568

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear K Nava Jyothi,

Further to our discussions we are pleased to appoint you as Program Coordinator on probation in our Company. Your appointment takes effect from the date of reporting for duty at SCIFED Pvt Ltd. The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

1. DATE OF APPOINTMENT: Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.

2. SALARY: Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.

3. PROBATION PERIOD: You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.

4. CONFIRMATION: On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.

5. RULES AND REGULATIONS: Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.

6. NOTICE PERIOD: This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.




PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(D)-501301
Telangana State

Page 1 | 4

Rev. 2018-19

- 7. LEAVE:** You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.
- 8. GENERAL:** During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.
- 9. PLACE OF POSTING AND TRANSFER:** Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.
- 10. TRAVEL:** You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.
- 11. OTHER EMPLOYMENTS:** Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.
- 12. TRAININGS OR EXAMINATIONS:** At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.
- 13. FITNESS:** You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.
- 14. RESPONSIBILITIES:** In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.
- 15. INTELLECTUAL PROPERTY:** If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.
- 16. PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.




PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc, relating to the Company that may come to your professional knowledge as an employee of the Company.

23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.

24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) Access to Information: Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) Non-Disclosure: You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.



PRINCIPAL

Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkejgir(Dt)-501301
Telangana State

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

For SCIFED Pvt. Ltd.

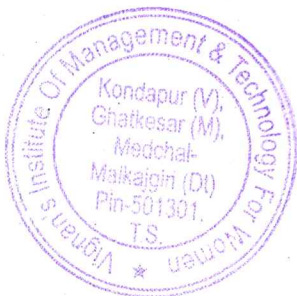
Accepted the Offer

Ramesh Komara

Manager | Human Resources

Employee Name: K Nava Jyothi

Designation: Program Coordinator

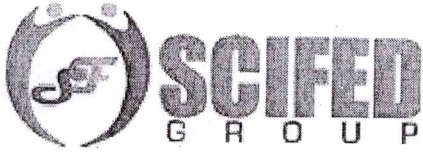


PRINCIPAL

Vignana's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(DI)-501301
Telangana State

Page 4 | 4

Rev. 2018-19



Annexure: Compensation Structure

Name: K Nava Jyothi
Employee ID:
Date of Joining: 29-May-2019
Designation: Program Coordinator
Total CTC (INR): 184044 .00

Employee					
Gross Salary Components			Deduction Components		
	P.M.	P.A.		P.M.	P.A.
Basic	5600.00	67200.00	Employee Contribution to PF	672.00	8064.00
A	2240.00	26880 .00	Employee Contribution to ESI	245.00	7984.00
Conveyance	1600.00	19200.00	Professional Tax		
Special Allowance	4560.00	54720.00			
Gross Salary (A)	14000.00	168000.00	Deductions(B)	917.00	11004.00
Net Salary* (A-B)	13083.00	156996 .00	Above deductions are without TDS		

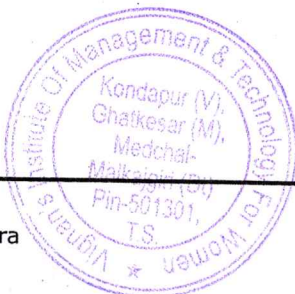
Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

*Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,
For SCIFED Pvt Ltd

Accepted the offer

Ramesh Komara
HR Manager




PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajigiri(Dt)-501301
Telangana State

Employee Name: K Nava Jyothi
Designation: Program Coordinator



Offer Letter

15-554

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear Ananthula Ravali,

Further to our discussions we are pleased to appoint you as Program Coordinator on probation in our Company. Your appointment takes effect from the date of reporting for duty at SCIFED Pvt Ltd. The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

1. DATE OF APPOINTMENT: Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.

2. SALARY: Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.

3. PROBATION PERIOD: You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.

4. CONFIRMATION: On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.

5. RULES AND REGULATIONS: Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.

6. NOTICE PERIOD: This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.



ASH

PRINCIPAL

Wignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Page 1 | 4

Rev. 2018-19

- 7. LEAVE:** You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.
- 8. GENERAL:** During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.
- 9. PLACE OF POSTING AND TRANSFER:** Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.
- 10. TRAVEL:** You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.
- 11. OTHER EMPLOYMENTS:** Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.
- 12. TRAININGS OR EXAMINATIONS:** At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.
- 13. FITNESS:** You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.
- 14. RESPONSIBILITIES:** In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.
- 15. INTELLECTUAL PROPERTY:** If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.
- 16. PAST RECORD:** If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.




PRINCIPAL
Vignar's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company.

23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.\

24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) Access to Information: Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) Non-Disclosure: You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.




PRINCIPAL
Women's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

For SCIFED Pvt. Ltd.

Accepted the Offer

Ramesh Komara

Manager | Human Resources

Employee Name: Ananthula Ravali

Designation: Program Coordinator




PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Page 4 | 4

Rev. 2018-19



Annexure: Compensation Structure

Name: Ananthula Ravali
Employee ID:
Date of Joining: 29-May-2019
Designation: Program Coordinator
Total CTC (INR): 184044 .00

Employee					
Gross Salary Components			Deduction Components		
	P.M.	P.A.		P.M.	P.A.
Basic	5600.00	67200.00	Employee Contribution to PF	672.00	8064.00
DA	2240.00	26880 .00	Employee Contribution to ESI	245.00	7984.00
Conveyance	1600.00	19200.00	Professional Tax		
Special Allowance	4560.00	54720.00			
Gross Salary (A)	14000.00	168000.00	Deductions(B)	917.00	11004.00
Net Salary* (A-B)	13083.00	156996 .00	Above deductions are without TDS		

Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,
For SCIFED Pvt Ltd

Accepted the offer



PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Ramesh Komara
HR Manager

Employee Name: Ananthula Ravali
Designation: Program Coordinator



Offer Letter

15-553

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear Akuula Priyanka,

Further to our discussions we are pleased to appoint you as Program Coordinator on probation in our Company. Your appointment takes effect from the date of reporting for duty at SCIFED Pvt Ltd. The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

1. DATE OF APPOINTMENT: Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.

2. SALARY: Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.

3. PROBATION PERIOD: You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.

4. CONFIRMATION: On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.

5. RULES AND REGULATIONS: Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.

6. NOTICE PERIOD: This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.




PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghalakesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Page 1 | 4

Rev. 2018-19

7. LEAVE: You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.

8. GENERAL: During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.

9. PLACE OF POSTING AND TRANSFER: Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.

10. TRAVEL: You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.

11. OTHER EMPLOYMENTS: Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.

12. TRAININGS OR EXAMINATIONS: At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.

13. FITNESS: You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.

14. RESPONSIBILITIES: In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.

15. INTELLECTUAL PROPERTY: If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.

16. PAST RECORD: If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.



PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company.

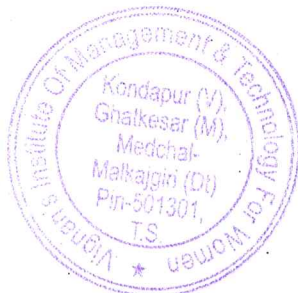
23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.

24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) Access to Information: Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) Non-Disclosure: You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.



PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Page 3 | 4

Rev. 2018-19

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No-Smoking Zone".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

For SCIFED Pvt. Ltd.

Accepted the Offer

Ramesh Komara

Manager | Human Resources

Employee Name: Akuula Priyanka

Designation: Program Coordinator



PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-501301
Telangana State

Page 4 | 4

Rev. 2018-19



Annexure: Compensation Structure

Name: Akuula Priyanka
Employee ID:
Date of Joining: 29-May-2019
Designation: Program Coordinator
Total CTC (INR): 184044 .00

Employee					
Gross Salary Components			Deduction Components		
	P.M.	P.A.		P.M.	P.A.
Basic	5600.00	67200.00	Employee Contribution to PF	672.00	8064.00
RA	2240.00	26880 .00	Employee Contribution to ESI	245.00	7984.00
Conveyance	1600.00	19200.00	Professional Tax .		
Special Allowance	4560.00	54720.00			
Gross Salary (A)	14000.00	168000.00	Deductions(B)	917.00	11004.00
Net Salary* (A-B)	13083.00	156996 .00	Above deductions are without TDS		

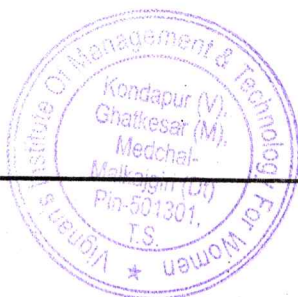
Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00


Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,
For SCIFED Pvt Ltd

Accepted the offer

Ramesh Komara
HR Manager




PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DU)-501301
Telangana

Employee Name: Akuula Priyanka
Designation: Program Coordinator



Offer Letter

LE-401

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear K Divya,

Further to our discussions we are pleased to appoint you as Program Coordinator on probation in our Company. Your appointment takes effect from the date of reporting for duty at SCIFED Pvt Ltd. The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

- 1. DATE OF APPOINTMENT:** Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.
- 2. SALARY:** Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.
- 3. PROBATION PERIOD:** You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.
- 4. CONFIRMATION:** On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.
- 5. RULES AND REGULATIONS:** Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.
- 6. NOTICE PERIOD:** This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.



[Handwritten signature]

PRINCIPAL
Vignar's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DU), 501301
Telangana State

Page 1 | 4

Rev. 2018-19

7. LEAVE: You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.

8. GENERAL: During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.

9. PLACE OF POSTING AND TRANSFER: Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.

10. TRAVEL: You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.

11. OTHER EMPLOYMENTS: Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.

12. TRAININGS OR EXAMINATIONS: At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.

13. FITNESS: You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.

14. RESPONSIBILITIES: In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.

15. INTELLECTUAL PROPERTY: If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.

16. PAST RECORD: If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.




PRINCIPAL
Vignar's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkejgi(DI)-501301
Telangana State

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company.

23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.

24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.




PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

For SCIFED Pvt. Ltd.

Accepted the Offer

Ramesh Komara

Manager | Human Resources

Employee Name: K Divya

Designation: Program Coordinator




PRINCIPAL
Vignn's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkejgiri(Dt)-501301
Telangana State

Page 4 | 4

Rev. 2018-19



Annexure: Compensation Structure

Name: K Divya
Employee ID:
Date of Joining: 29-May-2019
Designation: Program Coordinator
Total CTC (INR): 184044 .00

Employee					
Gross Salary Components			Deduction Components		
	P.M.	P.A.		P.M.	P.A.
Basic	5600.00	67200.00	Employee Contribution to PF	672.00	8064.00
	2240.00	26880 .00	Employee Contribution to ESI	245.00	7984.00
Conveyance	1600.00	19200.00	Professional Tax		
Special Allowance	4560.00	54720.00			
Gross Salary (A)	14000.00	168000.00	Deductions(B)	917.00	11004.00
Net Salary* (A-B)	13083.00	156996 .00	Above deductions are without TDS		

Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

* Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,
For SCIFED Pvt Ltd

Accepted the offer

Ramesh Komara
HR Manager




PRINCIPAL
Vignn's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(DI)-501301
Telangana State

Employee Name: K Divya
Designation: Program Coordinator



15-587

Offer Letter

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear Sagi Reddy Hevanya,

Further to our discussions we are pleased to appoint you as Program Coordinator on probation in our Company. Your appointment takes effect from the date of reporting for duty at **SCIFED Pvt Ltd.** The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

1. DATE OF APPOINTMENT: Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.

2. SALARY: Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.

3. PROBATION PERIOD: You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.

4. CONFIRMATION: On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.

5. RULES AND REGULATIONS: Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.

6. NOTICE PERIOD: This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.




PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State

7. LEAVE: You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.

8. GENERAL: During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.

9. PLACE OF POSTING AND TRANSFER: Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.

10. TRAVEL: You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.

11. OTHER EMPLOYMENTS: Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.

12. TRAININGS OR EXAMINATIONS: At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.


13. FITNESS: You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.

14. RESPONSIBILITIES: In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.

15. INTELLECTUAL PROPERTY: If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.

16. PAST RECORD: If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.




PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

- 17. SALARY REVIEW:** Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.
- 18. RETIREMENT:** Your retirement age is 58 years.
- 19. ON SEPARATION:** On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.
- 20. CONFIDENTIALITY:** The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.
- 21. NON COMPETITION:** The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.
- 22. Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc, relating to the Company that may come to your professional knowledge as an employee of the Company.
- 23. Conflict of Interest:** Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.\
- 24. Statement of Facts:** It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.
- 25. Restraints:**
- a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.
- b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.




PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkejiri(Dt)-501301
Telangana State

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

For SCIFED Pvt. Ltd.

Accepted the Offer

Ramesh Komara

Manager | Human Resources

Employee Name: Sagi Reddy Hevanya

Designation: Program Coordinator



PRINCIPAL

Vignans Institute of Management & Technology For Women

Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(DI)-501301
Telangana State

Page 4 | 4

Rev. 2018-19



Annexure: Compensation Structure

Name: Sagi Reddy Hevanya

Employee ID:

Date of Joining: 29-May-2019

Designation: Program Coordinator

Total CTC (INR): 184044 .00

Employee					
Gross Salary Components			Deduction Components		
	P.M.	P.A.		P.M.	P.A.
Basic	5600.00	67200.00	Employee Contribution to PF	672.00	8064.00
HRA	2240.00	26880 .00	Employee Contribution to ESI	245.00	7984.00
Conveyance	1600.00	19200.00	Professional Tax		
Special Allowance	4560.00	54720.00			
Gross Salary (A)	14000.00	168000.00	Deductions(B)	917.00	11004.00
Net Salary* (A-B)	13083.00	156996 .00	Above deductions are without TDS		

Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

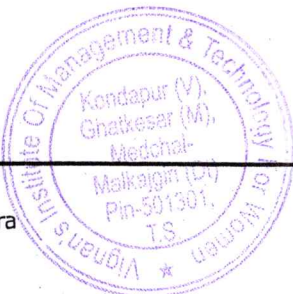
Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,

Accepted the offer

For SCIFED Pvt Ltd

Ramesh Komara
HR Manager



[Handwritten Signature]

PRINCIPAL
Vignee's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-501301
Telangana State

Employee Name: Sagi Reddy Hevanya

Designation: Program Coordinator



Offer Letter

15-4/6

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear Gunda Devika,

Further to our discussions we are pleased to appoint you as Program Coordinator on probation in our Company. Your appointment takes effect from the date of reporting for duty at SCIFED Pvt Ltd. The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

1. DATE OF APPOINTMENT: Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.

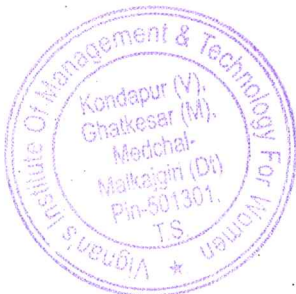
2. SALARY: Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.

3. PROBATION PERIOD: You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.

4. CONFIRMATION: On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.

5. RULES AND REGULATIONS: Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.

6. NOTICE PERIOD: This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.



Adi

PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Page 1 | 4

Rev. 2018-19

7. LEAVE: You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.

8. GENERAL: During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.

9. PLACE OF POSTING AND TRANSFER: Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.

10. TRAVEL: You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.

11. OTHER EMPLOYMENTS: Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.

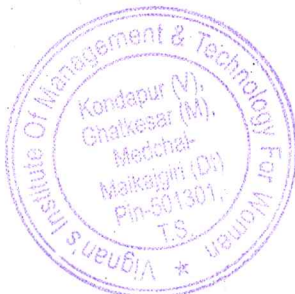
12. TRAININGS OR EXAMINATIONS: At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.

13. FITNESS: You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.

14. RESPONSIBILITIES: In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.

15. INTELLECTUAL PROPERTY: If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.

16. PAST RECORD: If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.




PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghalkeasar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc, relating to the Company that may come to your professional knowledge as an employee of the Company.

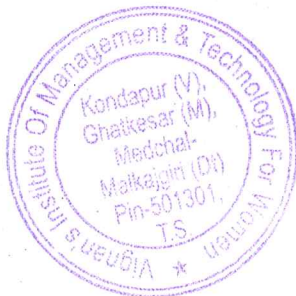
23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.\

24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.




PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State



a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

For SCIFED Pvt. Ltd.

Accepted the Offer

Ramesh Komara

Manager | Human Resources

Employee Name: Gunda Devika

Designation: Program Coordinator




PRINCIPAL

Vignn's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajiri(Dt)-501301
Telangana State

Page 4 | 4

Rev. 2018-19



Annexure: Compensation Structure

Name: Gunda Devika

Employee ID:

Date of Joining: 29-May-2019

Designation: Program Coordinator

Total CTC (INR): 184044 .00

Employee					
Gross Salary Components			Deduction Components		
	P.M.	P.A.		P.M.	P.A.
Basic	5600.00	67200.00	Employee Contribution to PF	672.00	8064.00
HRA	2240.00	26880 .00	Employee Contribution to ESI	245.00	7984.00
Conveyance	1600.00	19200.00	Professional Tax		
Special Allowance	4560.00	54720.00			
Gross Salary (A)	14000.00	168000.00	Deductions(B)	917.00	11004.00
Net Salary* (A-B)	13083.00	156996 .00	Above deductions are without TDS		

Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,

For SCIFED Pvt Ltd

Accepted the offer

Ramesh Komara
HR Manager



Handwritten signature
PRINCIPAL
Vignn's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Employee Name: Gunda Devika
Designation: Program Coordinator



15-5A1-

Offer Letter

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear Vootukury Pravallika,

Further to our discussions we are pleased to appoint you as **Program Coordinator** on probation in our Company. Your appointment takes effect from the date of reporting for duty at **SCIFED Pvt Ltd.** The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

1. DATE OF APPOINTMENT: Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.

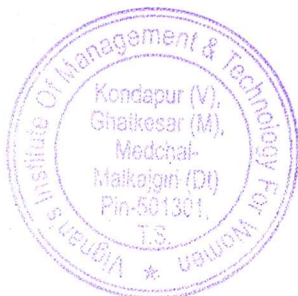
2. SALARY: Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.

3. PROBATION PERIOD: You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.

4. CONFIRMATION: On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.

5. RULES AND REGULATIONS: Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.

6. NOTICE PERIOD: This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.



Adh
PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State

Page 1 | 4

Rev. 2018-19

7. LEAVE: You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.

8. GENERAL: During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.

9. PLACE OF POSTING AND TRANSFER: Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.

10. TRAVEL: You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.

11. OTHER EMPLOYMENTS: Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.

12. TRAININGS OR EXAMINATIONS: At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.

13. FITNESS: You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.

14. RESPONSIBILITIES: In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.

15. INTELLECTUAL PROPERTY: If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.

16. PAST RECORD: If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.




PRINCIPAL
Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc, relating to the Company that may come to your professional knowledge as an employee of the Company.

23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.\

24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) Access to Information: Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) Non-Disclosure: You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.




PRINCIPAL
Vignn's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

For SCIFED Pvt. Ltd.

Accepted the Offer

Ramesh Komara

Manager | Human Resources

Employee Name: Vootukury Pravallika

Designation: Program Coordinator




PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(DI)-501301
Telangana State



Annexure: Compensation Structure

Name: Vootukury Pravallika
Employee ID:
Date of Joining: 29-May-2019
Designation: Program Coordinator
Total CTC (INR): 184044 .00

Employee					
Gross Salary Components			Deduction Components		
	P.M.	P.A.		P.M.	P.A.
Basic	5600.00	67200.00	Employee Contribution to PF	672.00	8064.00
	2240.00	26880 .00	Employee Contribution to ESI	245.00	7984.00
Conveyance	1600.00	19200.00	Professional Tax		
Special Allowance	4560.00	54720.00			
Gross Salary (A)	14000.00	168000.00	Deductions(B)	917.00	11004.00
Net Salary* (A-B)	13083.00	156996 .00	Above deductions are without TDS		

Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

*Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,
For SCIFED Pvt Ltd

Accepted the offer



Ramesh Komara
HR Manager

ASH
PRINCIPAL

Vignan's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(DT)-501301
Telangana State

Employee Name: Vootukury Pravallika
Designation: Program Coordinator



15-454

Offer Letter

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear K Ramya Reddy,

Further to our discussions we are pleased to appoint you as Program Coordinator on probation in our Company. Your appointment takes effect from the date of reporting for duty at SCIFED Pvt Ltd. The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

- 1. DATE OF APPOINTMENT:** Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.
- 2. SALARY:** Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.
- 3. PROBATION PERIOD:** You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.
- 4. CONFIRMATION:** On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.
- 5. RULES AND REGULATIONS:** Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.
- 6. NOTICE PERIOD:** This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.




PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Chatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Page 1 | 4

Rev. 2018-19

7. LEAVE: You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.

8. GENERAL: During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.

9. PLACE OF POSTING AND TRANSFER: Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.

10. TRAVEL: You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.

11. OTHER EMPLOYMENTS: Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.

12. TRAININGS OR EXAMINATIONS: At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.


13. FITNESS: You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.

14. RESPONSIBILITIES: In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.

15. INTELLECTUAL PROPERTY: If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.

16. PAST RECORD: If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.




PRINCIPAL
Vignar's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal- Malkajgiri(Dt)-501301
Telangana State

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc, relating to the Company that may come to your professional knowledge as an employee of the Company.

23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.\

24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) Access to Information: Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) Non-Disclosure: You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.




PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Chatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State

a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

For SCIFED Pvt. Ltd.

Accepted the Offer

Ramesh Komara

Manager | Human Resources

Employee Name: K Ramya Reddy

Designation: Program Coordinator



PRINCIPAL
Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State



Annexure: Compensation Structure

Name: K Ramya Reddy

Employee ID:

Date of Joining: 29-May-2019

Designation: Program Coordinator

Total CTC (INR): 184044 .00

Employee							
Gross Salary Components		P.M.	P.A.	Deduction Components		P.M.	P.A.
Basic		5600.00	67200.00	Employee Contribution to PF	672.00	8064.00	
HRA		2240.00	26880 .00	Employee Contribution to ESI	245.00	7984.00	
Conveyance		1600.00	19200.00	Professional Tax			
Special Allowance		4560.00	54720.00				
Gross Salary (A)		14000.00	168000.00	Deductions(B)	917.00	11004.00	
Net Salary* (A-B)		13083.00	156996 .00	Above deductions are without TDS			

Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

*Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,

For SCIFED Pvt Ltd

Accepted the offer



Ramesh Komara
HR Manager


PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State

Employee Name: K Ramya Reddy
Designation: Program Coordinator



Offer Letter

15-594

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear Thirmani Bhavani,

Further to our discussions we are pleased to appoint you as **Program Coordinator** on probation in our Company. Your appointment takes effect from the date of reporting for duty at **SCIFED Pvt Ltd.** The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

- 1. DATE OF APPOINTMENT:** Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.
- 2. SALARY:** Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.
- 3. PROBATION PERIOD:** You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.
- 4. CONFIRMATION:** On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.
- 5. RULES AND REGULATIONS:** Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.
- 6. NOTICE PERIOD:** This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.




PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Page 1 | 4

Rev. 2018-19

7. LEAVE: You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.

8. GENERAL: During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.

9. PLACE OF POSTING AND TRANSFER: Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.

10. TRAVEL: You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.

11. OTHER EMPLOYMENTS: Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.

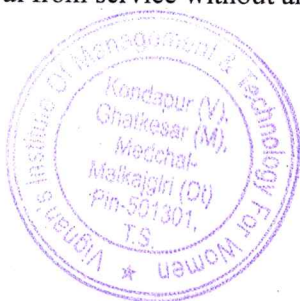
12. TRAININGS OR EXAMINATIONS: At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.

13. FITNESS: You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.

14. RESPONSIBILITIES: In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.

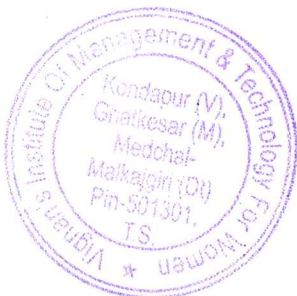
15. INTELLECTUAL PROPERTY: If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.

16. PAST RECORD: If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.




PRINCIPAL
Vignana's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(Dt)-501301
Telangana State

- 17. SALARY REVIEW:** Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.
- 18. RETIREMENT:** Your retirement age is 58 years.
- 19. ON SEPARATION:** On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.
- 20. CONFIDENTIALITY:** The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.
- 21. NON COMPETITION:** The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.
- 22. Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc, relating to the Company that may come to your professional knowledge as an employee of the Company.
- 23. Conflict of Interest:** Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.
- 24. Statement of Facts:** It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.
- 25. Restraints:**
- a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.
- b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.





a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

Accepted the Offer

For SCIFED Pvt. Ltd.

Ramesh Komara

Manager | Human Resources

Employee Name: Thirmani Bhavani

Designation: Program Coordinator



Handwritten signature

PRINCIPAL

Vipnan's Institute of Management & Technology For Women
Kondapur(V),Ghatkesar(M),Medchal-Malkajgiri(Dt)-501301
Telangana State

Page 4 | 4

Rev. 2018-19



Annexure: Compensation Structure

Name: Thirmani Bhavani

Employee ID:

Date of Joining: 29-May-2019

Designation: Program Coordinator

Total CTC (INR): 184044 .00

Employee					
Gross Salary Components	P.M.	P.A.	Deduction Components	P.M.	P.A.
Basic	5600.00	67200.00	Employee Contribution to PF	672.00	8064.00
	2240.00	26880 .00	Employee Contribution to ESI	245.00	7984.00
Conveyance	1600.00	19200.00	Professional Tax		
Special Allowance	4560.00	54720.00			
Gross Salary (A)	14000.00	168000.00	Deductions(B)	917.00	11004.00
Net Salary* (A-B)	13083.00	156996 .00	Above deductions are without TDS		

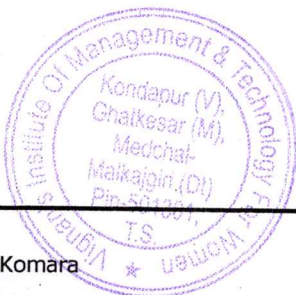
Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

*Net Salary is subject to the TDS deductions as per Income Tax Act, 1961


Yours Sincerely,

For SCIFED Pvt Ltd

Accepted the offer



Ramesh Komara
HR Manager


PRINCIPAL
Vignan's Institute of Management & Technology For Women
Kondapur(V), Chalkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Employee Name: Thirmani Bhavani
Designation: Program Coordinator



Offer Letter

15-588

Employee ID		Date of Joining	29-May-2019
-------------	--	-----------------	-------------

Dear Samala Anusha,

Further to our discussions we are pleased to appoint you as **Program Coordinator** on probation in our Company. Your appointment takes effect from the date of reporting for duty at **SCIFED Pvt Ltd.** The terms and conditions given below are few selected ones applicable to you and not a complete description of all organizational policies and rules. You will have to execute and honor an employment agreement hereafter on accepting the employment offer. During your tenure of employment with the Company, you would be governed by the said employment agreement, Company manuals and any other agreement that you may execute with the Company from time to time.

- 1. DATE OF APPOINTMENT:** Your date of appointment is effective from the date of joining into the services of SCIFED Pvt Ltd., which will be as per our report.
- 2. SALARY:** Your salary will be as per the compensation structure enclosed in the annexure herewith, and is subject to statutory deduction, as applicable.
- 3. PROBATION PERIOD:** You will be on probation for a period of 3 months from the date of your joining. On successful completion of the probation period, if, in the opinion of the Company, you are found suitable in the appointed post, you will be confirmed. Based on your performance, the Company is at liberty to extend the probation period as it deems necessary or terminate your services, if found unsatisfactory.
- 4. CONFIRMATION:** On successful completion of probation period, you will be confirmed in the service, which will be intimated to you in writing; till such time of written intimation, you will continue as a probationer only.
- 5. RULES AND REGULATIONS:** Your services will be governed by the Service Rules and Regulations, which may be brought in force or amended from time to time, as applicable to all employees of the Company.
- 6. NOTICE PERIOD:** This employment is terminable by the employee by giving 15 Days' notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, during the probation period, the Company may at its discretion relieve you from such date as it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof. However the company has right to terminate the employment at any time for just cause including but not limited to under performance, for loss of confidence, misconduct or breach of the employment agreement or other policies of the Company as described in detail in your employment agreement.




PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501304
Telangana State

7. LEAVE: You will be entitled for privilege leave only after confirmation of services. However during the probation period you are entitled for only 3 Leaves (with 3 Sick Leaves) on a prorated basis. To clarify, on probation, you will not be entitled to benefits that accrue for regular employees, except as mentioned in this clause.

8. GENERAL: During the course of your employment, you will employ yourself efficiently, honestly, faithfully and to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out duties and work as assigned to you and shall obey and comply with all lawful orders and directions given to you by the concerned superiors in the Company.

9. PLACE OF POSTING AND TRANSFER: Your posting at present is at Panjagutta-Hyderabad. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, departments, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company. In such case you will be governed by the terms and conditions of service applicable at the new assignment.

10. TRAVEL: You will be required to undertake travel on Company work and expenses thereof will be reimbursed for the travel as per the Company rules.

11. OTHER EMPLOYMENTS: Your position is a full time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without written permission in writing of the Managing Director/CEO.

12. TRAININGS OR EXAMINATIONS: At any instance, if you intend to appear in some examinations or to attend some training related to your profession while working in this Company, you are required to obtain prior written permission for the same from respective authorities/ Administration, giving full details including time frame involved. You will undertake that it will not affect your regular duties and responsibilities as assigned by this Company.

13. FITNESS: You are required to maintain yourself in good state of Mental/ Physical/ Medical fitness and undergo regular medical check-ups. Any negligence on your part in this regard may render you medically unfit for your employment with the Company. In such a case, your services are liable for termination, notwithstanding other terms and conditions mentioned in this letter or otherwise.

14. RESPONSIBILITIES: In view of your job role and related responsibilities, you must effectively perform to ensure the desired results and you will be expected to work extra hours to achieve this whenever the job so requires.

15. INTELLECTUAL PROPERTY: If you conceive, design or develop any new or advanced methods of improving process / formulae / systems in relation to the business/operations/ technology of the Company, such development shall be fully communicated to the Company and will be , and remain sole right/property of the company. All such innovations IP and Patents shall be assigned to the company.

16. PAST RECORD: If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case, you will be liable to removal from service without any notice.




PRINCIPAL
Vignan's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501 Rev. 2018-19
Telangana State

17. SALARY REVIEW: Your salary will be reviewed after 12 months from the joining date/from the date of last appraisal confirmation. Increment of your salary, if any, is discretionary and not obligatory on part of the Company and will be subject to and on the basis of effective performance and results during the period.

18. RETIREMENT: Your retirement age is 58 years.

19. ON SEPARATION: On termination of your employment, for whatever reasons, you will immediately give up to the Company within 7 days of such termination all property belonging to the Company, including but not limited to correspondence specifications, Formulas, books, documents, cost data, market data, literature, drawings, effects and any other confidential or proprietary information of the Company stored in any media or shall not make or retain any copies of these items.

20. CONFIDENTIALITY: The Employee shall not at any time (either during or after the termination of his/her employment) disclose or communicate to any person or use for his/her own benefit or the benefit of any person any confidential information concerning the business dealings, affairs or conduct of the Company, its staff or business partners or any similar matters which may come to the Employee's knowledge or possession during the term of the Employee's employment.

21. NON COMPETITION: The employee shall not during the term of this contract and for a period of twenty four (24) months after the expiration or termination of this contract for any reason, directly or indirectly whether as owner, partner, shareholder, director, employee, consultant, distributor, agent, representative, sponsor or otherwise carry on or be engaged concerned or interested in carrying on within India of any business or employment with customers or and partners of the company.

22. Secrecy: During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the organization. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, instrument, documents, etc, relating to the Company that may come to your professional knowledge as an employee of the Company.

23. Conflict of Interest: Your position with the Company calls for whole time employment and you will devote yourselves exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or business, during your employment with the company, without written permission from the company.\

24. Statement of Facts: It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application, and on the ability to handle any assignment / job independently anywhere in India or overseas. In case, at a later date, any of your statements / particulars furnished is found to be false or misleading, the company shall have the right to terminate your services forthwith.

25. Restraints:

a) Access to Information: Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) Non-Disclosure: You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.



PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State



a) **Access to Information:** Information is available on need to know basis for specified groups. Access to these are authorized through access privileges approved by the respective manager/supervisor.

b) **Non-Disclosure:** You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential any information, instruments, documents, etc., relating to the Company.

c) **Authorization:** Only those authorized by a specific power of attorney may sign legal documents representing the organization.

d) **Smoking:** We owe and assure a smoke free environment for our employees. Barring some areas, the entire office premise is declared as "No- Smoking Zone ".

26. Use of Company Resources: You shall use the company's resources for official purpose only.

The above terms and conditions are subject to Company Policies, as updated and modified from time to time and intimated to you thereupon.

The above terms and conditions are binding on you the moment you accept the appointment by signing a copy of this letter of appointment.

We wish you a fruitful and rewarding career with us.

Yours Sincerely,

For SCIFED Pvt. Ltd.

Accepted the Offer

Ramesh Komara

Manager | Human Resources

Employee Name: Samala Anusha

Designation: Program Coordinator




PRINCIPAL
Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-601001
Telangana State

Page 4 | 4

Rev. 2018-19



Annexure: Compensation Structure

Name: Samala Anusha
Employee ID:
Date of Joining: 29-May-2019
Designation: Program Coordinator
Total CTC (INR): 184044 .00

Employee					
Gross Salary Components			Deduction Components		
	P.M.	P.A.		P.M.	P.A.
Basic	5600.00	67200.00	Employee Contribution to PF	672.00	8064.00
HRA	2240.00	26880 .00	Employee Contribution to ESI	245.00	7984.00
Conveyance	1600.00	19200.00	Professional Tax		
Special Allowance	4560.00	54720.00			
Gross Salary (A)	14000.00	168000.00	Deductions(B)	917.00	11004.00
Net Salary* (A-B)	13083.00	156996 .00	Above deductions are without TDS		

Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	672 .00	8064.00
Employer Contribution to ESI	665.00	7984.00
Total (C)	1337.00	16044.00
Total Cost to Company (CTC) (A+C)	15337.00	184044.00

*Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,
For SCIFED Pvt Ltd

Accepted the offer

Ramesh Komara
HR Manager



PRINCIPAL

Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

Employee Name: Samala Anusha
Designation: Program Coordinator

15-5A2

Pravallika Voruganti

12 Mar 2019, 17:05
(6 days ago)

to me

----- Forwarded message -----

From: <seenu.kumar@teleperformance.com>

Date: Mon, Mar 11, 2019, 4:17 PM

Subject: Congratulations - Campus 2019!!!!!!

To: Seenu Arvind Kumar <seenu.kumar@intelenetglobal.com>

Dear Student,

Warm Greetings from Teleperformance DIBS.

We appreciate your participation and interest shown to join TP Family as a campus recruit. Further to our discussion, we are happy to inform that you have cleared all the TP assessments. As confirmed in the campus, we would process you for a final round of discussion with client post your graduation. Our team will get in touch with you once we hear back from the universities about your results.

Please focus on the developmental areas as suggested by Recruitment team.

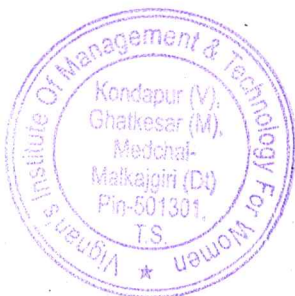
All the Best☺☺

Note: Graduation is mandatory for any role with us, hence your result has a direct impact whether to process or drop your candidature.

Seenu Arvind Kumar

Sr. Manager – Human Resources

Teleperformance D.I.B.S.



PRINCIPAL

Vignar's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

DOC# SA/TA/HYD/2019/377

15-5A3

Date: 23rd March 2019

Dear Mahveen Arshi,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us, we are happy to offer you the position of **Trainee Analyst with Savantis India.**

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th, 12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment your CTC will be **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **22nd May 2019**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Manish Modi

Manager Recruitment



PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajiri(DI)-501301
Telangana State



(Formerly Vedicsoft Solutions)

SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC# SA/TA/HYD/2019/404

Date: 23rd March 2019

Dear V.Divya ,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us, we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad** . During the training period you are neither paid nor charged anything.

Please note you should not have any **Active Backlogs** during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad** . However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card.
6. 3 Passport size photographs.

On successful appointment your **CTC** will be **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **22nd May 2019** . Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

M. Modi

Manish Modi

Manager Recruitment



Ash

PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(D), Medchal-Malkajgiri(Dt)-501301
Telangana State

DOC# SA/TA/HYD/2019/384

Date: 23rd March 2019

Dear L.Sonali,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us, we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th, 12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment your CTC will be **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **22nd May 2019**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Manish Modi

Manager Recruitment



PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State

15-530

DOC# SA/TA/HYD/2019/375

Date: 23rd March 2019

Dear K.Sowjanya,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us, we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment your CTC will be **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **22nd May 2019**. Your final assessment dates from the client will inform you during the training period.

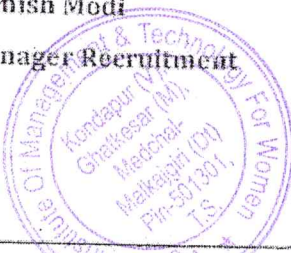
Welcome to Savantis India Family.

Sincerely,



Manish Modi

Manager Recruitment



PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Madchal, Malkajgiri(DT) - 501301
Telangana State

TECHONA ENTERPRISES

15-450

Date: 2-3-2019

Ref: TECHONA/OFR

Miss G.JOSHNA.

SUB: APPOINTMENT LETTER

Dear Miss G.JOSHNA,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.D.

Hr-Man

Candidate Signature

PRINCIPAL

Vignn's Institute of Management & Technology For Women
Kondapur(D), Chaitanyam(M), Madchal, Malkajgiri(DU) 501301

Telangana State



H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com

TECHONA ENTERPRISES

Date: 2-3-2019

Ref: TECHONA/OFR

Miss T.JYOTHI

LE 16-211

SUB: APPOINTMENT LETTER

Dear Miss T.JYOTHI,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.D. V...
Hr-Man...

PRINCIPAL

Candidate Signature



Vignona's Institute of Management & Technology For Women
Kondepur(V), Ghatkesar(M), Medchal-Malkajgiri(DJ)-501304
Telangana State

H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com

TECHONA ENTERPRISES

Date: 2-3-2019

Ref: TECHONA/OFR

Miss M.VENKATA LIKHITA.

15-431

SUB: APPOINTMENT LETTER

Dear Miss M.VENKATA LIKHITA,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.

N.Divya
Hr-Manager



 .Candidate Signature

PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DT)-501301
Telangana State



H.No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com

DYNAMATIC TECHNOLOGIES LIMITED



15-202

To

Date: 14/09/2018

Dear Mrs. D. Swarna

Sub: Offer of Traineeship

We pleased to inform you that you are selected as Graduate Engineering Trainee, based at our factory in Sriperumbudur, Kanchipuram District. A detailed letter of Trainee order will be issued to you at the time of joining on the month of September 2019. Your salary will be Rs. 12000/- CTC per month.

Please bring the copies & documents required at the time of joining:

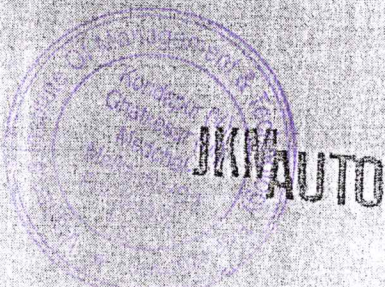
- 1. Passport size photographs.
- 2. All educational documents from X Std to Diploma/UG Degree.
- 3. Proof of personal identification & Residential identification, Aadhar Card.

We welcome you and hope to see you soon with us.

Wish you a best of luck.

For JKM Automotive,

Authorized Signatory



JKM Park F-67, F-68, SIPCOT Industrial Park, Irungattukottai,
 Sriperumbudur-602 105 Kanchipuram District
 Tamil Nadu India
 Tel: + 91 44 271 500 50 Fax: + 91 44 271 500 50
 www.dynamatic.com
 Corporate Identity No: L12204473PECC02109
 Vignana's Institute of Management Studies For Women
 Kondapur(V), Ghatkoppa(R), Medchal-Malkajgiri(D), 501304
 Telangana State

TECHONA ENTERPRISES

15-409

Date: 2-3-2019

Ref: TECHONA/OFR

Miss D.PREETHI

SUB: APPOINTMENT LETTER

Dear Miss D.PREETHI,

Further to your interview we had with us we are pleased to offer you the post of **TRAINEE ENGINEER** in the period 3 months in our organization with a commencement date of **1st JUN 2019**.

You will be paid a consolidated Salary of **Rs.5000/-** per month (during Internship period). After successful completion of Trainee Engineer level based on performance you will be promote as an **Engineer** and you will be paid a consolidated salary of **Rs.7000-12000/-** per month. We will be given leave facilities as applicable to your category of employees provided by the company.

You will be required to produce the following documents at the time of joining.

- All academic certificates Xerox copies
- Two recent passport size photographs
- Experience certificate (IF ANY)

Please return the duplicate copy of this letter duly signed, taken your acceptance of the employment.



N.Divya
Hr Manager

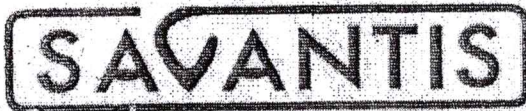


Adh.
PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(DI)-501301
Telangana State

Candidate Signature

H-No: 1-9-382/11/1, Ecil post, Kushaiguda, Hyderabad-500062
Contact: 8885785386/8885906617 Mail id:techona16@gmail.com



(Formerly Vedlicsoft Solutions)

SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC# SA/TA/HYD/2019/395

Date: 23rd March 2019

Dear G.Himaja,

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us, we are happy to offer you the position of **Trainee Analyst** with Savantis India.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photo-copy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th, 12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment your CTC will be Rs 18, 500/- (**Eighteen Thousand Five Hundred only**) per month as stipend amount, and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **22nd May 2019**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Manish Modi

Manager Recruitment



PRINCIPAL

Vignana's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State

15-573

Dikshitha Maryala

13:49 (1
hour ago)

to me

----- Forwarded message -----

From: <seenu.kumar@teleperformance.com>

Date: Mon, Mar 11, 2019, 4:17 PM

Subject: Congratulations - Campus 2019!!!!!!

To: Seenu Arvind Kumar <seenu.kumar@intelenetglobal.com>

Dear Student,

Warm Greetings from Teleperformance DIBS.

We appreciate your participation and interest shown to join TP Family as a campus recruit.

Further to our discussion, we are happy to inform that you have cleared all the TP assessments.

As confirmed in the campus, we would process you for a final round of discussion with client post your graduation. Our team will get in touch with you once we hear back from the universities about your results.

Please focus on the developmental areas as suggested by Recruitment team.

All the Best😊😊

Note: Graduation is mandatory for any role with us, hence your result has a direct impact whether to process or drop your candidature.

Seenu Arvind Kumar

Sr. Manager – Human Resources

Teleperformance D.I.B.S.



PRINCIPAL

Vignani's Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
Telangana State



VIGNAN WOMEN'S <tpo.vmtw@gmail.com>

Reg: Final shortlisted candidates of Multiplier IT Solutions

2 messages

Ramya Arumalla <ramya@multipliersolutions.in>
 To: tpo.vmtw@gmail.com
 Cc: Ramya Arumalla <ramya@multipliersolutions.in>

4 May 2019 at 14:36

Dear Mam,

Greetings from Multiplier IT Solutions!

Please find the list of shortlisted candidates in final round of interview at Multiplier IT Solutions.

- 1) Lavanya Seelam
- 2) Ch. Laxmiprasanna
- 3) CH Ramya Sri
- 4) S Nandini
- 5) B Meghana
- 6) S Priyanka
- 7) N Anusha Reddy
- 8) D Priyanka
- 9) D Alekhya
- 10) G Mounika
- 11) L Vijitha
- 12) M Mamatha
- 13) P Vikasini
- 14) K Ramya
- 15) K Sirija
- 16) M Sradha
- 17) M Pravalika
- 18) M Sravanthi
- 19) P Manasa
- 20) S Nikitha
- 21) G Sravani
- 22) B Praveena
- 23) Kotika Siva Parvathi
- 24) Nakrekanti Prashanthi
- 25) Nerella Tejaswini
- 26) Thoutam Chandana
- 27) Andam Sirisha
- 28) Bareddy Sravanthi
- 29) Boppidi Roopasri
- 30) Pininti Niharika Reddy
- 31) Ravirala Harshitha
- 32) Sunkari Sowmya Reddy
- 33) Veeranala Manasa
- 34) Velapati Sowmya

Regards,
 Ramya Arumalla
 HR Executive & Business Consultant
 Multiplier IT Solutions India Pvt Ltd
 ramya@multipliersolutions.in
 9100063925



PRINCIPAL
 Vignans Institute of Management & Technology For Women
 Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501301
 Telangana State

Vinutha Kandukuri <tpo.vmtw@gmail.com>

6 May 2019 at 15:16

To: Ramya Arumalla <ramya@multipliersolutions.in>, harikrishna@multipliersolutions.in

Dear Ramya

Please see below, the list of shortlisted students whose Letters of Intent were shared. Request you to identify the students who have yet to receive the same. Please also clarify the candidature of **Sai Sowmya** and share the letter of intent accordingly.

15UP1A0401	BEDUDHURIMEGHANA	√
15UP1A0403	CHENNU LAXMI PRASANNA	√
15UP1A0406	CHUNCHURAMYA SRI	√
15UP1A0410	DHODLALEKHYA	√
15UP1A0411	DUMALA PRIYANKA	√
15UP1A0415	GOPALADAS MOUNIKA	√
15UP1A0417	GUNTI SRAVANI	√
15UP1A0426	L VIJITHA	√
15UP1A0428	MALLELA MAMATHA	√
15UP1A0432	PABBA VIKASINI	√
15UP1A0440	SAMUDRALANANDINI	√
15UP1A0459	KETHIREDDY RAMYA	√
15UP1A0460	KOMATIREDDY SIRIJA	√
15UP1A0461	LAVANYASEELAM	√
15UP1A0463	MAHAJAN SRADHA	√
15UP1A0465	MANTIPALLY PRAVALIKA	√
15UP1A0466	METTU SRAVANTHI	√
15UP1A0468	NAGANOLLU ANUSHA REDDY	√


 PRINCIPAL
 Vignee's Institute of Management & Technology For Women
 Kandapur(V), Ghatkesar(M), Medchal-Malkajgiri(DJ-501304)
 Telangana State

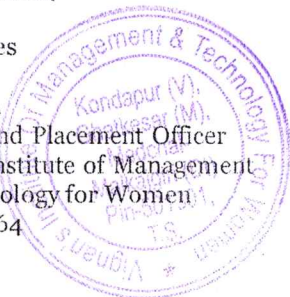
15UP1A0473	POTHEPAKA MANASA	√
15UP1A0474	SHEELA NIKITHA	√
15UP1A0475	SHERIKAR PRIYANKA	√
15UP1A0503	BAYYADUGULA PRAVEENA	√
15UP1A0529	KOTIKA SIVA PARVATHI	√
15UP1A0536	NAKREKANTI PRASHANTHI	√
15UP1A0537	NERELLA TEJASWINI	√
15UP1A0550	THOUTAM CHANDANA	√
15UP1A0555	ANDAM SIRISHA	√
15UP1A0557	BAREDDY SRAVANTHI	√
15UP1A0559	BOPPIDI ROOPASRI	√
15UP1A0581	PININTI NIHARIKA REDDY	√
15UP1A0585	RAVIRALA HARSHITHA	√
15UP1A0592	SUNKARI SOWMYA REDDY	√
15UP1A0595	VEERANALA MANASA	√
15UP1A0596	VELAPATI SOWMYA	√

Thank You

[Quoted text hidden]

Best Wishes

K. Vinutha
Training and Placement Officer
Vignans Institute of Management
and Technology for Women
8106876564



[Handwritten Signature]

PRINCIPAL

Vignans Institute of Management & Technology For Women
Kondapur(V), Ghatkesar(M), Medchal-Malkajgiri(Dt)-501105
Telangana State

Srinivas Daida

Thu, 10 Jan, 13:40
(7 days ago)

to Subash, Mari, me

Hi Vinutha,

Greetings from **Znalytics Business Solutions !!**

We like to thank you and your team for your support in making the recruitment drive successful.

We are extremely happy to announce the below shortlisted candidates for internship program in our organisation.

1	Vemireddy Laxmikalyani	→ 15-598
2	Maryala Dikshitha	→ 15-573
3	Manasa R	→ 15-584
4	B.Sravani	→ 15-545

As discussed please find below details.

- 1) The internship period shall be 9 months from the date of reporting and consolidated stipend of Rs.7,000/- per month shall be paid during the internship period.
- 2) The interns require to sign a service agreement for 2 years after completion of internship period.
- 3) After successful completion the internship period and based on the performance the salary will be fixed between 1.8 lakhs to 2.25 lacs Per Annum.
- 4) Year 2019 pass out batch candidates need to join on 17th January, 2019 after appearing 4th year 1st semester exams and the candidates should clear all the backlogs of exams at the time of joining.
- 5) Management will provide break to appear the exams for 10 to 15 days based on final semester exams schedule.
- 6) During the internship period candidates shall not leave the company with out management notice.
- 7) All the candidate need to follow the company polices during the internship period

Please discuss with selected students and confirm us by Thursday(17-Jan-2019) so that we can plan accordingly.

Regards
Srinivas.D




PRINCIPAL
Vignani's Institute of Management & Technology For Women
Kondapur(V), Chelkeer(N), Medchal-Malkajgiri(Dt)-501301
Telangana State

February 8, 2019

RAVIRALA HARSHITHA
H.No. 8-110/1,
Siddhipalle,
Peddapalli.

Dear RAVIRALA HARSHITHA,

Further to our interactions with you, we are pleased to offer you an **Internship** position in **Training** Department at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

In addition to the duties that were outlined during your interview, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induction training and subsequently when you travel as a trainer. Your base location and date of joining will be intimated closer to your joining.

This internship is strictly full-time. During your internship, you will be paid stipend of Rs. 8,000/-per month plus an accommodation allowance (depending upon your base location). A full time offer of employment with CTC of Rs.2.64 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base locations (different from your base location during internship) when being made a full-time offer.

Thank you.
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd

Arumugam N Vadivelu

Arumugam N Vadivelu
Manager-Human Resources

Arumugam N Vadivelu

PRINCIPAL
Vignana's Institute of Management & Technology For Women
Kandapur(V), Ghatikesar(M), Medchal-Malkajgiri(DT)-501301
Telangana State

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance