



ADITYA COLLEGE OF ENGINEERING

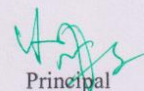
Approved by AICTE, Permanently Affiliated to JNTUK & Accredited by NAAC
Recognized by UGC under Sections 2(f) and 12(B) of UGC Act, 1956

Aditya Nagar, ADB Road, Surampalem - 533 437, E.G.Dist., Ph: 99631 76662.

5.2.1 - Number of placement of outgoing students during the year

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Principal

PRINCIPAL
Aditya College of Engineering
SURAMPALEM - 533 437



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TO WHOM SO EVER IT MAY CONCERN

This is to certify that the following students got placed during the academic year 2020-21.

S. No	Academic Year	2020-21
1	2020-21	322

Principal

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LIST OF SELECTED STUDENTS FOR THE ACADEMIC YEAR: 2020-2021

S.No	Course	Name of the Student	Company	CTC
1	B.Tech-CSE	KOLLI LAVANYA DEVI	CDK Global	4.50 LPA
2	B.Tech-CSE	KOMMU PRUDHVI BABU	PWC LTD	4.50 LPA
3	B.Tech-CSE	CHINTAPALLI VIKAS REDDY	Infosys Hackwith Infy	5.00 LPA
4	B.Tech-ECE	DASARI NARENDRA BABU	DXC TECHNOLOGY	3.60 LPA
5	B.Tech-CSE	VIKAS REDDY CHINTAPALLI	DXC TECHNOLOGY	3.60 LPA
6	B.Tech-CSE	YERRAMSETTI SAI SREE DURGA	DXC TECHNOLOGY	3.60 LPA
7	B.Tech-CSE	ADITYA SHASANK PSKPVS	DXC TECHNOLOGY	3.60 LPA
8	B.Tech-CSE	TRIPURA SUDHA BOKKA	DXC TECHNOLOGY	3.60 LPA
9	B.Tech-CSE	HIMAVARSHINI SAMSANI	DXC TECHNOLOGY	3.60 LPA
10	B.Tech-CSE	PUJITHA KADA	DXC TECHNOLOGY	3.60 LPA
11	B.Tech-CSE	ANUPAM KUMAR	DXC TECHNOLOGY	3.60 LPA
12	B.Tech-CSE	MALNEEDI SAI VINAY SANKAR	DXC TECHNOLOGY	3.60 LPA
13	B.Tech-CSE	VINJAMURI SAI VINEELA	DXC TECHNOLOGY	3.60 LPA
14	B.Tech-CSE	AVASARALA VENKATA VINEELA	DXC TECHNOLOGY	3.60 LPA
15	B.Tech-CSE	KOMMANA SWARNA LALITHA MHALAKSHMI	DXC TECHNOLOGY	3.60 LPA
16	B.Tech-CSE	MOHIT PADAMATA	DXC TECHNOLOGY	3.60 LPA
17	B.Tech-CSE	PYLA CHANDRAMOULI	DXC TECHNOLOGY	3.60 LPA
18	B.Tech-CSE	SUBHASH S.K.M.N.VENKATA VAYUGUNDALA	DXC TECHNOLOGY	3.60 LPA
19	B.Tech-CSE	GOVIND LAKKARAJU	DXC TECHNOLOGY	3.60 LPA
20	B.Tech-ECE	KALA RANI SATHI	DXC TECHNOLOGY	3.60 LPA
21	B.Tech-ECE	PRUDHVI BABU KOMMU	DXC TECHNOLOGY	3.60 LPA
22	B.Tech-ECE	SOMESWARI DEVI MAGAPU	DXC TECHNOLOGY	3.60 LPA
23	B.Tech-ECE	SRINIVASA RAGHURAM MANDA	DXC TECHNOLOGY	3.60 LPA

24	B.Tech-ECE	LAKSHMI PRASANTHI NETHI	DXC TECHNOLOGY	3.60 LPA
25	B.Tech-ECE	SRUTHI NUNNA	DXC TECHNOLOGY	3.60 LPA
26	B.Tech-ECE	DHANA LAKSHMI PEPAKAYALA	DXC TECHNOLOGY	3.60 LPA
27	B.Tech-ECE	MANI VINODH PEKETI	DXC TECHNOLOGY	3.60 LPA
28	B.Tech-ECE	KATAMREDDI VIJAYA PRATHAP	DXC TECHNOLOGY	3.60 LPA
29	B.Tech-ECE	SUDHA RANI PUTTA	DXC TECHNOLOGY	3.60 LPA
30	B.Tech-ECE	DEVIKA ROKALLA	DXC TECHNOLOGY	3.60 LPA
31	B.Tech-ECE	GANGA VEERRAJU KORUMILLI	DXC TECHNOLOGY	3.60 LPA
32	B.Tech-ECE	NALLAMILLI VINITHA REDDY	DXC TECHNOLOGY	3.60 LPA
33	B.Tech-ECE	SRI KALA GODAVARTHI	DXC TECHNOLOGY	3.60 LPA
34	B.Tech-ECE	ARAVINDESWAR KOTNI	DXC TECHNOLOGY	3.60 LPA
35	B.Tech-ECE	RAJ KUMAR GOLLA	DXC TECHNOLOGY	3.60 LPA
36	B.Tech-CSE	VIKAS REDDY CHINTAPALLI	CAPGEMINI	3.80 LPA
37	B.Tech-CSE	DURGA PRASAD BALAGA	TRIDENCE ANALYTICS SOLUTIONS PVT LTD	1.5 LPA
38	B.Tech-CSE	JAYA SREE VEDAMPUDI	CAPGEMINI	3.80 LPA
39	B.Tech-CSE	YERRAMSETTI SAI SREE	CAPGEMINI	3.80 LPA
40	B.Tech-ECE	DASARI NARENDRA BABU	CAPGEMINI	3.80 LPA
41	B.Tech-ECE	PEKETI MANI VINODH	TCS CODEVITA	3.39 LPA
42	B.Tech-ECE	DASARI NARENDRA BABU	TCS CODEVITA	7.00 LPA
43	B.Tech-ECE	PRUDHVI BABU KOMMU	Infosys INFYTQ	3.60 LPA
44	B.Tech-CSE	CHINTAPALLI VIKAS REDDY	Infosys INFYTQ	3.60 LPA
45	B.Tech-CSE	MERUGU NAVEEN	Infosys INFYTQ	3.60 LPA
46	B.Tech-CSE	GOVIND LAKKARAJU	Infosys INFYTQ	3.60 LPA
47	B.Tech-ECE	KARTHIK SIKAKOLLU	Infosys INFYTQ	3.60 LPA
48	B.Tech-CSE	ANKUSH KUMAR JHA	MINDTREE	2.97 LPA
49	B.Tech-ECE	ADHIKARI VENKATARATNAM NAIDU	MINDTREE	2.97 LPA
50	B.Tech-CIVIL	KOVVURI VENKATA SURENDRA REDDY	Pin Click	5.16 LPA
51	B.Tech-CIVIL	PINNAM MANIKANTA	Pin Click	5.16 LPA
52	B.Tech-ECE	KATARI VEERA CHAKRADHAR	ZenQ	2.80 LPA
53	B.Tech-ECE	PAVANI NANDURI	ZenQ	2.80 LPA
54	B.Tech-ECE	MURALIKRISHNA GOOTURU	ZenQ	2.80 LPA

55	B.Tech-ECE	MURALI KRISHNA GOOTURU	Covalense Digital	3.00 LPA
56	B.Tech-CSE	LAKSHMI SRILEKHA POTHULA	TCS NQT	3.36 LPA
57	B.Tech-CSE	MATTAPARTHI UMA SUJANA	TCS NQT	3.36 LPA
58	B.Tech-CSE	RAJA NARALASETTI	TCS NQT	3.36 LPA
59	B.Tech-CSE	SHUBHAM KUMAR	TCS NQT	3.36 LPA
60	B.Tech-CSE	PYLA CHANDRAMOULI	TCS NQT	3.36 LPA
61	B.Tech-CSE	ANUPAM KUMAR	TCS NQT	3.36 LPA
62	B.Tech-CSE	VAYUGUNDALA SUBHASH	TCS NQT	3.36 LPA
63	B.Tech-CSE	YERRAMSETTI SAI SREE DURGA	TCS NQT	3.36 LPA
64	B.Tech-CSE	GOVIND LAKKARAJU	TCS NQT	3.36 LPA
65	B.Tech-CSE	UJJWALPRAKASH	TCS NQT	3.36 LPA
66	B.Tech-ECE	PENMETSA MAHIMA GAYATHRI	TCS NQT	3.36 LPA
67	B.Tech-ECE	POLAVARAPU PADMASRI	TCS NQT	3.36 LPA
68	B.Tech-CSE	NITTA RAMESH	Xenon Stack	4.50 LPA
69	B.Tech-ECE	PENMETSA MAHIMA GAYATHRI	Xenon Stack	4.50 LPA
70	B.Tech-ECE	KOTA SRINU	Xenon Stack	4.50 LPA
71	B.Tech-ME	BARNIKALA TATAJEE	HUNDAI STEEL	1.62 LPA
72	B.Tech-ME	BORUSU LOKA VEERA SRIRAM	HUNDAI STEEL	1.62 LPA
73	B.Tech-ME	GUDLA SURESH	HUNDAI STEEL	1.62 LPA
74	B.Tech-ME	KOMMANA D VEERA VENKATA SIVA SAI APPARAO	HUNDAI STEEL	1.62 LPA
75	B.Tech-ME	KOTIPALLI NARENDRA KUMAR	HUNDAI STEEL	1.62 LPA
76	B.Tech-ME	MALLADI JAYA SURYA	HUNDAI STEEL	1.62 LPA
77	B.Tech-ME	MEDAPUREDDI SRINU	HUNDAI STEEL	1.62 LPA
78	B.Tech-ME	MEDISETTI DEVI PRASAD RAJU	HUNDAI STEEL	1.62 LPA
79	B.Tech-ME	MUTYALA SAI MANOJ	HUNDAI STEEL	1.62 LPA
80	B.Tech-ME	NALLA SIMHADRI DORA	HUNDAI STEEL	1.62 LPA
81	B.Tech-ME	NANDIPATI SWAMY	HUNDAI STEEL	1.62 LPA
82	B.Tech-ME	NUNNABOINA MALLIKHARJUNA RAO	HUNDAI STEEL	1.62 LPA
83	B.Tech-ME	RAYUDU KARTHIK	HUNDAI STEEL	1.62 LPA
84	B.Tech-ME	SEELI JOHN MOSES	HUNDAI STEEL	1.62 LPA
85	B.Tech-ME	SOMISETTI SATEESH	HUNDAI STEEL	1.62 LPA
86	B.Tech-ME	SURABATTULA VEERA VENKATA SATYANARAYANA	HUNDAI STEEL	1.62 LPA
87	B.Tech-ME	TALLAM N N V GANESH	HUNDAI STEEL	1.62 LPA
88	B.Tech-ME	VAKADA RATNA PRASAD	HUNDAI STEEL	1.62 LPA
89	B.Tech-ME	VASAMSETTI GANGADHARA SAI	HUNDAI STEEL	1.62 LPA
90	B.Tech-ME	VOLETI SATYA TEJA	HUNDAI STEEL	1.62 LPA
91	B.Tech-ME	MYLAPILLI RAJESH	HUNDAI STEEL	1.62 LPA
92	B.Tech-ME	VADDI SIVA SURYA RAMA KRISHNA SAI DURGA	HUNDAI STEEL	1.62 LPA
93	B.Tech-ME	BHUVANASI RAVI DURGA KRISHNA PRASAD	HUNDAI STEEL	1.62 LPA

94	B.Tech-CSE	NARALASETTI RAJA	VIT INFOTECH	4.00 LPA
95	B.Tech-CSE	VAYUGUNDALA S K M N VENKATA SUBHASH	Tech Mahindra	3.50 LPA
96	B.Tech-ECE	GOOTURU MURALI KRISHNA	Tech Mahindra	3.50 LPA
97	B.Tech-ECE	KOMMU PRUDHVIBABU	Tech Mahindra	3.50 LPA
98	B.Tech-ECE	NARLA SINDHURA DEVI	Tech Mahindra	3.50 LPA
99	B.Tech-ECE	PATNEEDI HEMA RAGHU BHARATHI	Tech Mahindra	3.50 LPA
100	B.Tech-ECE	JAMMANA CHANUKYA SAI	Tech Mahindra	3.50 LPA
101	B.Tech-ECE	PAVANI NANDURI	Tech Mahindra	3.50 LPA
102	B.Tech-ECE	KORUMILLI GANGA VEERRAJU	Tech Mahindra	3.50 LPA
103	B.Tech-ECE	NERELLASOWMYA	Tech Mahindra	3.50 LPA
104	B.Tech-ECE	PENMETSA MAHIMA GAYATHRI	Tech Mahindra	3.50 LPA
105	B.Tech-ECE	KOTNI ARAVINDESWAR	Tech Mahindra	3.50 LPA
106	B.Tech-ECE	BAVISETTI SIRISHA	Tech Mahindra	3.50 LPA
107	B.Tech-ECE	KADULURI SRIDEVI KRISHNA	Tech Mahindra	3.50 LPA
108	B.Tech-ECE	PALATI HEMALATHA	Tech Mahindra	3.50 LPA
109	B.Tech-ECE	TUNGAPALLI KRISHNA VEERA MANIKANTA	Tech Mahindra	3.50 LPA
110	B.Tech-ECE	KANTHETI HASNITHA	Tech Mahindra	3.50 LPA
111	B.Tech-ECE	GANGIREDLA MANI	Tech Mahindra	3.50 LPA
112	B.Tech-ME	ALLURI HEMANTH KUMAR	AVTEC	1.56 LPA
113	B.Tech-ME	CHITTEM NAGENDRA BABU	AVTEC	1.56 LPA
114	B.Tech-ME	INUMARTHI SATYA VEERA LOKESH	AVTEC	1.56 LPA
115	B.Tech-ME	JILAGAM HEMA SURESH	AVTEC	1.56 LPA
116	B.Tech-ME	PANTHADI SATHISH KUMAR	AVTEC	1.56 LPA
117	B.Tech-ME	PEDAVEGI SURYA SAI TEJA	AVTEC	1.56 LPA
118	B.Tech-EEE	GOKAVEDA SAI	AZTEC	2.50 LPA
119	B.Tech-ECE	R. VENKATA KRISHNA	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
120	B.Tech-ECE	G. AJAY DURGA VARA PRASAD	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
121	B.Tech-ECE	S.MUSTHAFA	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
122	B.Tech-ECE	R.S.D.S. RAMAKRISHNA VAMSI	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
123	B.Tech-ECE	TUNGAPALL MANIKANTA	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
124	B.Tech-ECE	N. VARA PRASAD	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
125	B.Tech-ECE	K. NAGABABU	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
126	B.Tech-ECE	N.BALA DURGA MALLESH	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
127	B.Tech-ME	B.DANIEL	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA

128	B.Tech-ME	S. SAMUELRAJU	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
129	B.Tech-ME	K. BALA MURALI	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
130	B.Tech-ME	P. SUNDAR JAYA PRAKASH	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
131	B.Tech-ME	KETHA VENKATA NARSIMHA RAO	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
132	B.Tech-ME	L.SAI VENKATA ADITYA	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
133	B.Tech-ME	S. KARTHIK NAIDU	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
134	B.Tech-ME	K.V.S.N. PAVAN KUMAR	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
135	B.Tech-ME	Y.ANVESH	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
136	B.Tech-ME	M.HEMA VEERA MANIKANTA	SURYA TECH SOLUTIONS	1.80 To 3.12 LPA
137	B.Tech-EEE	BOJANKI SATISH KUMAR	Hyoseong Electric	1.68 LPA
138	B.Tech-EEE	NALLA SIVAJI	Hyoseong Electric	1.68 LPA
139	B.Tech-EEE	YELLAPU MANIKANTA SWAMY	Hyoseong Electric	1.68 LPA
140	B.Tech-EEE	AVALA KARTHIK	Hyoseong Electric	1.68 LPA
141	B.Tech-EEE	TALLAPUDI V S C D P PRASAD	Hyoseong Electric	1.68 LPA
142	B.Tech-EEE	PADIMI SRI VENKATA SATISH	Hyoseong Electric	1.68 LPA
143	B.Tech-ECE	KOTA SRINU	PROLIFICS	3.00 LPA
144	B.Tech-CSE	SRI SAI DIVYA TEJA.CHINTALAPUDI	Qspiders	1.50 LPA
145	B.Tech-CSE	SANTHOSH KUMAR DUVVA	Qspiders	1.50 LPA
146	B.Tech-CSE	SRI KEERTY D	Qspiders	1.50 LPA
147	B.Tech-CSE	SRISADGURU SAIRAM KAPPALA	Qspiders	1.50 LPA
148	B.Tech-ECE	MARRI JOSHNA VEERA MAHALAKSHMI	Qspiders	1.50 LPA
149	B.Tech-ECE	PADMASRI POLAVARAPU	Qspiders	1.50 LPA
150	B.Tech-ECE	SRINIJA	Qspiders	1.50 LPA
151	B.Tech-ECE	VEERA VENKATA VARA PRASAD NALLURI	Qspiders	1.50 LPA
152	B.Tech-ECE	MEESALA SIVA SHANKAR	VPG SENSORS	1.44 LPA
153	B.Tech-EEE	DEVAGUPTHAPU GOVINDARAJU	VPG SENSORS	1.44 LPA
154	B.Tech-ECE	MUTHYALA KRISHNA SAILAJA	Global Edge	3.50 LPA
155	B.Tech-CSE	PASUMARTHI NAGA SATYA SRI MANOJ	CtrlS	3.75 to 4 LPA
156	B.Tech-EEE	CHINTHA JAHNAVI BINDU	RONCH POLYMERS	1.50 LPA
157	B.Tech-EEE	KARRI SUDHESWARI	RONCH POLYMERS	1.50 LPA
158	B.Tech-EEE	THATIKAYALA SURYA	RONCH POLYMERS	1.50 LPA
159	B.Tech-ME	GOLLAVILLI V V SATYA SAI RAVI TEJA	Daejoo AutoMotive	1.56 LPA

160	B.Tech-ME	GOODA MURALI KRISHNA	Daejoo AutoMotive	1.56 LPA
161	B.Tech-ME	GUDLA SURESH	Daejoo AutoMotive	1.56 LPA
162	B.Tech-ME	KHANDAVILLI SAI DATTA	Daejoo AutoMotive	1.56 LPA
163	B.Tech-ME	KOMMANA D VEERA VENKATA SIVA SAI APPARAO	Daejoo AutoMotive	1.56 LPA
164	B.Tech-ME	KOTIPALLI NARENDRA KUMAR	Daejoo AutoMotive	1.56 LPA
165	B.Tech-ME	MANEPALLI HEMA VEERA MANIKANTA	Daejoo AutoMotive	1.56 LPA
166	B.Tech-ME	NALLA SIMHADRI DORA	Daejoo AutoMotive	1.56 LPA
167	B.Tech-ME	TALLAM N N V GANESH	Daejoo AutoMotive	1.56 LPA
168	B.Tech-ME	MYLAPILLI RAJESH	Daejoo AutoMotive	1.56 LPA
169	B.Tech-EEE	CHINTHA JAHNAVI BINDU	HITECH ARAI	1.56 LPA
170	B.Tech-EEE	BODDEPALLI JAYASREE	HITECH ARAI	1.56 LPA
171	B.Tech-EEE	KARRI SUDHESWARI	HITECH ARAI	1.56 LPA
172	B.Tech-EEE	PERAM SIVAPARVATHI	HITECH ARAI	1.56 LPA
173	B.Tech-EEE	KURUVELLA SRI SAI TEJASWINI	HITECH ARAI	1.56 LPA
174	B.Tech-EEE	SATTIMSETTI KAVYA KEERTHI	HITECH ARAI	1.56 LPA
175	B.Tech-ME	LAKKASANI REKHA DURGA MANI	HITECH ARAI	1.56 LPA
176	B.Tech-ME	PITLA SUREKHA	HITECH ARAI	1.56 LPA
177	B.Tech-CSE	LAKKARAJU GOVINDA	PWC	6.00 LPA
178	B.Tech-ECE	KOMMU PRUDHVIBABU	PWC	6.00 LPA
179	B.Tech-CSE	SAI SOHAN	Unschool	5.00 LPA
180	B.Tech-CSE	SURAJ SAI BAYALA	Infosys	3.50 LPA
181	B.Tech-CSE	SRISADGURU SAIRAM KAPPALA	Infosys	3.50 LPA
182	B.Tech-CSE	NUNE MOUNIKA SURYA	Infosys	3.50 LPA
183	B.Tech-CSE	MOHIT PADAMATA	Infosys	3.50 LPA
184	B.Tech-CSE	MATCHA SAI PRAVEEN	Infosys	3.50 LPA
185	B.Tech-ECE	M. SRINIVASA RAGHURAM	Infosys	3.50 LPA
186	B.Tech-ECE	PAVANI NANDURI	Infosys	3.50 LPA
187	B.Tech-ECE	ADHIKARI VENKATA RATNAM NAIDU	Infosys	3.50 LPA
188	B.Tech-ECE	GANGA VEERRAJU KORUMILLI	Infosys	3.50 LPA
189	B.Tech-ECE	PENMETSA MAHIMA GAYATHRI	Infosys	3.50 LPA
190	B.Tech-ECE	JYOTHI PERUGU	Infosys	3.50 LPA
191	B.Tech-ECE	SYED ASHRAFUNNISA	Infosys	3.50 LPA
192	B.Tech-ECE	RAJKUMAR GOLLA	Infosys	3.50 LPA
193	B.Tech-ECE	ADHIKARI VENKATARATNAM NAIDU	Accenture	4.50 LPA
194	B.Tech-CSE	MOTAMARRI N V SATYA BHASKAR MANIKANTA	Accenture	4.50 LPA
195	B.Tech-CSE	MURALI KRISHNA GOTURI	Accenture	4.50 LPA
196	B.Tech-ECE	GOOTURU MURALI KRISHNA	Accenture	4.50 LPA
197	B.Tech-ECE	MANDA SRINIVASA RAGHURAM	Accenture	4.50 LPA
198	B.Tech-ECE	JAMMANA CHANUKYA SAI	Accenture	4.50 LPA

199	B.Tech-ECE	KOTNI ARAVINDESWAR	Accenture	4.50 LPA
200	B.Tech-ECE	NERELLA SOWMYA	Netenrich	4.50 LPA
201	B.Tech-CSE	DURGA LAHARI	Value Momentum	3.60 LPA
202	B.Tech-CSE	DUVVA SANTHOSH KUMAR	Value Momentum	3.60 LPA
203	B.Tech-PT	SANGEETH G S NAIR	Qspiders	1.50 LPA
204	B.Tech-PT	TEKKALA VEERA SAI AKHIL	Qspiders	1.50 LPA
205	B.Tech-PT	KARNI HEMANTH	Qspiders	1.50 LPA
206	B.Tech-PT	ADUONG PANCHOL ADUONG GARANG	Qspiders	1.50 LPA
207	B.Tech-PT	CHITTAJALLU SUNIL	Qspiders	1.50 LPA
208	B.Tech-ECE	KODURI L S M BHAVANI	BCT	3.00 LPA
209	B.Tech-ECE	KOTTI SRAVYA	BCT	3.00 LPA
210	B.Tech-ECE	GAMPALAAJAY DURGAVARAPRASAD	BCT	3.00 LPA
211	B.Tech-CIVIL	MADICHERLA RAMA SURYA SAI TEJA	BYJUS	10.00 LPA
212	B.Tech-ECE	PENMETSA MAHIMA GAYATRI	XENON STACK	4.50 LPA
213	B.Tech-CSE	KOTA SRINU	XENON STACK	4.50 LPA
214	B.Tech-CSE	SRI KEERTY DRAKSHARAPU	Wipro	3.50 LPA
215	B.Tech-ECE	ADHIKARI VENKATA RATNAM NAIDU	Wipro	3.50 LPA
216	B.Tech-CSE	SRISADGURU SAIRAM KAPPALA	Wipro	3.50 LPA
217	B.Tech-ECE	SAILAKSHMI TUNGAPALLI	Wipro	3.50 LPA
218	B.Tech-CSE	VEDAMPUDI JAYA SREE	Wipro	3.50 LPA
219	B.Tech-ECE	SIKAKOLLUKARTHIK	Wipro	3.50 LPA
220	B.Tech-CSE	MAMIDI NAGA SATYA SAHITHI	Wipro	3.50 LPA
221	B.Tech-ECE	MURALI KRISHNA GOOTURU	Wipro	3.50 LPA
222	B.Tech-CSE	KADA PUJITHA	Wipro	3.50 LPA
223	B.Tech-CSE	JAYA MADHURI AMAM	Wipro	3.50 LPA
224	B.Tech-CSE	UMA MOUNIKA CHIRIGINETI	Wipro	3.50 LPA
225	B.Tech-ECE	SOWMYA NERELLA	Wipro	3.50 LPA
226	B.Tech-ECE	BHEEMIREDDY NAVYA SAI SATYA	Wipro	3.50 LPA
227	B.Tech-ECE	JYOTHI PERUGU	Wipro	3.50 LPA
228	B.Tech-ECE	MANI VINODH PEKETI	Wipro	3.50 LPA
229	B.Tech-ECE	KOMMU PRUDHVI BABU	Wipro	3.50 LPA
230	B.Tech-ECE	KATAMREDDI VIJAYA PRATHAP	Wipro	3.50 LPA
231	B.Tech-CSE	PYLA CHANDRAMOULI	Wipro	3.50 LPA
232	B.Tech-CSE	CHINTALAPUDI SRI SAI DIVYA TEJA	Adaequare	2.80 LPA
233	B.Tech-ECE	KORUMILLI GANGA VEERRAJU	TCS InfraMind	3.36 LPA
234	B.Tech-ECE	JAMMANA CHANUKYA SAI	TCS(Ninja)	3.36 LPA
235	B.Tech-ECE	KATARI VEERA CHAKRADHAR	TCS(Ninja)	3.36 LPA
236	B.Tech-EEE	BOJANKI SATISH KUMAR	Transrail	4.00 LPA

237	B.Tech-CSE	THAMALLA VENKATA DURGA PADMAVATHI	Brightex Photonics (BTBP)	3.00 LPA
238	B.Tech-CSE	VAYUGUNDALA S K M N VENKATA SUBHASH	Apps Associate	4.00 LPA
239	B.Tech-CSE	NITTA RAMESH	Apps Associate	4.00 LPA
240	B.Tech-ECE	ATHKURI CHANDHANAASHRE	Pentagon Space	1.50 LPA
241	B.Tech-ECE	GARAGA VEERA VENKATA RAMA KRISHNA	Pentagon Space	1.50 LPA
242	B.Tech-ECE	MIRAPALA SIVA YESU DURGA PRASHANTH	Pentagon Space	1.50 LPA
243	B.Tech-ECE	PATNEEDI HEMA RAGHU BHARATHI	Pentagon Space	1.50 LPA
244	B.Tech-ECE	KAMISETTY SHANMUKHA SRIRAM ADITYA	Pentagon Space	1.50 LPA
245	B.Tech-ECE	MARELLA LAKSHMI LAVANYA	Pentagon Space	1.50 LPA
246	B.Tech-ECE	NUKALABANTHI SAIPRASANNA	Pentagon Space	1.50 LPA
247	B.Tech-ECE	RAVILISETTI S D S RAMAKRISHNA VAMSI	Pentagon Space	1.50 LPA
248	B.Tech-ECE	ROKKAM GANESH	Pentagon Space	1.50 LPA
249	B.Tech-ECE	ATKURI VEERA VENKATA SAI KRISHNA	Pentagon Space	1.50 LPA
250	B.Tech-ECE	GOLLA VINAY ROY	Pentagon Space	1.50 LPA
251	B.Tech-ECE	KANTHETI HASNITHA	Pentagon Space	1.50 LPA
252	B.Tech-CSE	CHOLLANGIHEMANTH VENKAT NAGAMANI SUNDAR	Pentagon Space	1.50 LPA
253	B.Tech-CSE	PEPAKAYALA BHAVYASRI	Pentagon Space	1.50 LPA
254	B.Tech-EEE	CHINTHA JAHNAVI BINDU	Pentagon Space	1.50 LPA
255	B.Tech-EEE	VELUDUTI JOSEPH KRANTHI	Pentagon Space	1.50 LPA
256	B.Tech-EEE	YELLAPU MANIKANTA SWAMY	Pentagon Space	1.50 LPA
257	B.Tech-EEE	AVALA KARTHIK	Pentagon Space	1.50 LPA
258	B.Tech-ME	JETTIBOINA BALAJI	Pentagon Space	1.50 LPA
259	B.Tech-ECE	VELIDI MOHANA SURYA KALA	Pentagon Space	1.50 LPA
260	B.Tech-ECE	BHEEMIREDDI GANESH	Pentagon Space	1.50 LPA
261	B.Tech-ECE	NURUKURTHI MALLIKARJUN	Pentagon Space	1.50 LPA
262	B.Tech-ECE	BAVISETTI DEEPIKA VENKATA DURGA	Pentagon Space	1.50 LPA
263	B.Tech-EEE	ALLU POORNA SAI	Pentagon Space	1.50 LPA
264	B.Tech-CSE	PILLI VENKATA SAI RAM KUMAR	Codilar Technologies	2.52 LPA
265	B.Tech-CIVIL	SEERAM VENKATA SUDHA SAI	Cadsys	1.50 LPA
266	B.Tech-CSE	THAMALLA VENKATA DURGA PADMAVATHI	Innominds	2.40 LPA
267	B.Tech-CSE	PEPAKAYALA BHAVYASRI	DXC TECHNOLOGY	3.60 LPA
268	B.Tech-CSE	MEDAPATI SRI LAKSHMI	DXC TECHNOLOGY	3.60 LPA
269	B.Tech-CSE	BHASKAR MURALI PECHETTY	DXC TECHNOLOGY	3.60 LPA
270	B.Tech-CSE	TAMARAPILLI SURYA KRANTHI	DXC	3.60 LPA

		KIRAN	TECHNOLOGY	
271	B.Tech-CSE	NAGA SATYA SAHITHI MAMIDI	DXC TECHNOLOGY	3.60 LPA
272	B.Tech-CSE	VAYUGUNDALA S K M N VENKATA SUBHASH	FIS University Program	5.00 LPA
273	B.Tech-ME	B VENKATESWARULU	Pentagon Space	1.50 LPA
274	MBA	K.ESWAR AJAY	ICICI BANK	3.50 LPA
275	MBA	G.APARNA	ICICI BANK	3.50 LPA
276	MBA	TALATAM RAMAKRISHNA	ICICI BANK	3.50 LPA
277	MBA	ADAPA.POORNASHOBITHA	ICICI BANK	3.50 LPA
278	MBA	BHAMIDIPATI.SHRAVANTH	ICICI BANK	3.50 LPA
279	MBA	CHOWTIPALLI RAJYA LAKSHMI	ICICI BANK	3.50 LPA
280	MBA	RINI SUNDAR	ICICI BANK	3.50 LPA
281	MBA	KAMAL SINGH	ICICI BANK	3.50 LPA
282	MBA	MS RIDHI KUMARI JAIN	ICICI BANK	3.50 LPA
283	MBA	ADAPA POORNA SHOBITHA	RAK CERAMICS	2.93 LPA
284	MBA	RINI SUNDAR K RINI SUNDAR K	RAK CERAMICS	2.93 LPA
285	MBA	PAVANI	ZENQ	2.80 LPA
286	MBA	ALAPATI BHAVITHA LAKSHMIDEVI	FUNNL (movingDneedle)	1.74 LPA
287	MBA	NEKKALA AMRUTHA SOWJANYA	FUNNL (movingDneedle)	1.74 LPA
288	MBA	TALATAM RAMA KRISHNA	FUNNL (movingDneedle)	1.74 LPA
289	B.Tech-ECE	G SAI NAGA LAKSHMI GAYATRI	Infosys	3.50 LPA
290	B.Tech-ECE	K. NAGABABU	PURPLE TALK	3.50 LPA
291	B.Tech-ECE	NUNNA SRUTHI	COGNIZANT	3.50 LPA
292	B.Tech-ECE	KAMISETTY SHANMUKHA V LAKSHMAN MURTHY	COGNIZANT	3.60 LPA
293	B.Tech-CSE	BANDARU SANGEETHA	COGNIZANT	3.50 LPA
294	B.Tech-CSE	CH SRI SAI DIVYA TEJA	COGNIZANT	3.50 LPA
295	B.Tech-CSE	CH VENKAT NAGAMANI SUNDAR	COGNIZANT	3.50 LPA
296	B.Tech-CSE	KADA PUJITHA	COGNIZANT	3.50 LPA
297	B.Tech-CSE	PYLA CHANDRAMOULI	COGNIZANT	3.50 LPA
298	B.Tech-CSE	T VENKATA DURGA PADMAVATHI	COGNIZANT	3.50 LPA
299	B.Tech-CSE	V S K M N VENKATA SUBHASH	COGNIZANT	3.50 LPA
300	B.Tech-ME	JILAGAM HEMA SURESH	COGNIZANT	3.50 LPA
301	B.Tech-ECE	MANI VINODH PEKETI	AMAZON	22.00 LPA
302	B.Tech-CSE	JAYA SREE VEDAMPUDI	AMAZON	22.00 LPA
303	B.Tech-CIVIL	VADAGA AYYAPPA	Qspiders	1.50 LPA
304	B.Tech-CIVIL	KOTHANI DURGA VENKATA PRASANTH	Qspiders	1.50 LPA
305	B.Tech-CIVIL	GUDALA VAMSI	Qspiders	1.50 LPA
306	B.Tech-CIVIL	SAVITHINI LOKESH SAI	Qspiders	1.50 LPA
307	B.Tech-CIVIL	PASUPULETI APPARAO	Qspiders	1.50 LPA

308	B.Tech-CIVIL	JAMI JAGADEESH	Cadsys	1.50 LPA
309	B.Tech-CIVIL	MALLEDI HARSHITH SURYA KRISHNA	Cadsys	1.50 LPA
310	B.Tech-CIVIL	KAMIREDDY DURGA SUNIL	Cadsys	1.50 LPA
311	B.Tech-CIVIL	NEERUGANTI SREENATH	Cadsys	1.50 LPA
312	B.Tech-CIVIL	KOTHAPILLI HARI	Cadsys	1.50 LPA
313	B.Tech-CIVIL	SAMANASA V V S SAI KUMAR	Cadsys	1.50 LPA
314	B.Tech-CIVIL	GUBBALA VENKATA SIVA	Cadsys	1.50 LPA
315	B.Tech-CIVIL	POLIREDDY LAKSHMAN	Cadsys	1.50 LPA
316	B.Tech-CIVIL	UGGIRALA PRAMEELA	Cadsys	1.50 LPA
317	B.Tech-CIVIL	AEINAPARTHI ASHA	Cadsys	1.50 LPA
318	B.Tech-PT	TIRUMALASETTI NAGAVINAY	Cadsys	1.50 LPA
319	B.Tech-PT	ATHUL KRISHNA P B	Cadsys	1.50 LPA
320	B.Tech-PT	ANAPANA KEVAL REDDY	Cadsys	1.50 LPA
321	B.Tech-PT	MUHAMMAD NASRUDHEEN	Cadsys	1.50 LPA
322	B.Tech-PT	SHEKHARDAS	Cadsys	1.50 LPA


 PRINCIPAL
 Aditya College of Engineering
 SURAMPALEM - 533 437

**BE YOURSELF,
MAKE A DIFFERENCE.**



Strictly Private and Confidential

Date:01-Sep-2021

Murali Krishna Gooturu
C10038042

S/O:Gooturu Pola Rao,#1-104,O C Colony,Kirlampudi,Ramakrishnapuram,Rajupalem,East
Godavari,Kirlampudi,Andhra Pradesh,533431.
9989373597

Dear Murali Krishna Gooturu,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: b098b9b1-96e4-46eb-aef8-7e02070b9290_1
Signed By: Mahesh Vasudeo Zurale



Tredence Analytics Solutions Pvt. Ltd.
No.180, 3rd Floor, Mfar Silverline Tech
Park, EPIP Zone, Whitefield Industrial
Area Bengaluru - 560066.
Tel: (+91) 80 61409000

16 Sep 2021

Mr. Bhaskara Durga Prasad Balaga
Bangalore

Subject: Offer Letter

Dear Bhaskara,

Congratulations!

On behalf of Tredence Analytics Solutions Private Limited, ("Company"), we are pleased to extend the offer of employment to you on the following terms and conditions:

The key terms and conditions of your employment are specified below:

1. Appointment

a) Position

: You will be appointed as Senior Software Engineer based out of our office at No 180, 3rd floor, MFAR Silverline Tech park, Kundalahalli, Whitefield, Bengaluru – 560066. During the term of employment, you shall perform such duties as may from time to time be assigned to you and shall comply with all the directions given by the management of the Company.

2. Commencement

Date

: Your joining date as mutually agreed is 16 September 2021.

3. Probationary Period

: You will be required to serve a probationary period of six months. Your performance will be formally reviewed at the end of the period. Your probationary period may be extended if deemed necessary by the management. During the probation period, either party may terminate the employment by giving prior notice of sixty days.

4. Total Compensation

**a) Annual
Remuneration
Package**

: You are eligible for a total compensation package of INR 15,00,000 (Fifteen Lakhs Only). The compensation offered to you is described in detail in 'Annexure 1: Remuneration' annexed to this Offer.

**b) Performance
Appraisal**

: The appraisal cycle is bi-annual – from January to June and from July to December of every calendar year. If your start date is after April 1st and October 1st you will not be eligible for that annual appraisal cycle.



- c) **Variable Pay** : Variable pay will be prorated and will be based on company performance and individual performance. Variable pay will be prorated and paid post the annual appraisal cycle in December (payout on January 31). If you happen to quit or are serving notice period before the payout date (payout on January 31), you will not be eligible for any variable pay
5. **Intellectual property of other Employer (s)** : The Company has extended this offer to you based upon your general knowledge, background, experience and skills and abilities and not because of your knowledge of your current employer's or any previous employer's trade secrets or other company specific information. As a condition of your engagement at the Company, you agree not to disclose or use confidential information or proprietor information or any trade secrets of any current or prior employer. In this regard, you should be extremely careful not to bring to the Company any documents or other materials in any form belonging to or acquired from any current or prior employer.
6. **Conflict of Interest** : You shall not engage in any outside work, in any capacity, for remuneration or not, over and above the legitimate work with the Company on working days, on holidays or when on leave without obtaining the management's prior permission in writing.
7. **Other information** : Please always keep your records updated and informed to the Company, such as your phone numbers, addresses, etc. You are solely responsible for filing returns of your personal income tax.

This offer is subject to your background verification of such as academic, employment, salary history etc.

Please confirm your acceptance of the above-mentioned terms and conditions by signing a copy of this Offer Letter.

This offer is valid for two days from the date of this letter.

We look forward to welcoming you to Tredence Analytics Solutions Private Limited.

For Tredence Analytics Solutions Private Limited,

Rekha Nair
Principal – Human Resources



ACCEPTANCE

I accept above mentioned terms and conditions.

Signature: _____

Name:

Date:

Place:

ANNEXURE 1: REMUNERATION

Name	Bhaskara Durga Prasad Balaga
Designation	Senior Software Engineer
Component	Annual (Rs.)
Basic Salary	5,49,360
HRA	2,19,744
Special Allowance	6,04,296
<u>Gross (A)</u>	<u>13,73,400</u>
Statutory Contributions (PF) (B)	21,600
<u>Gross with statutory (A+B)</u>	<u>13,95,000</u>
Variable Pay (C)	1,05,000
<u>Total Annual CTC (A+B+C)</u>	<u>15,00,000</u>
Gratuity	You are entitled for gratuity on completion of 5 years of employment with us
Insurance	Premium paid by the Company for life and accidental insurance for Self and Medical Insurance for Self + 5 dependents (including Spouse, Children and Parents)

Date: 4th June 2021.

Dear Nerella Sowmya,

Congratulations! Welcome Aboard.

We are pleased to extend an offer with our company as “**Technical Analyst**”, subject to your acceptance and compliance with the terms and conditions of employment of our Service Agreement*.

Your CTC will be **Rs. 4,50,000/- only (Rupees Four Lakhs Fifty Thousand Only)** per annum.

Please note that we will give your detailed appointment letter after you join us. The below break-up is only for reference and the actuals would change as per statutory, other deductions.

Details	Per Annum in Rs
Basic	2,19,000
Performance Bonus	--
HRA	87,600
Conveyance	19,200
Medical Allowance	15,000
Special Allowance	75,600
Employer Contribution towards PF	21,600
Employer Contribution towards Health Insurance	12,000

Performance bonus will be paid as per the company's policy. The performance bonus payout will depend on individual and company performance in the year. The performance bonus payout will be done in accordance with the terms of variable performance pay policy of NetEnrich.

Provident Fund (PF – Employer, Employee contribution), ESI would be deducted as per statutory if applicable, the above given details of break-up would change accordingly. Any other statutory deductions mentioned/not mentioned in this letter will be deducted as per the enactments from time to time with intimation.

Please confirm the acceptance of offer by **04/06/2021 (04th June 2021)**, where in the offer does not hold good if we do not receive the acceptance e-mail for the above mentioned date. You are requested to join us at the earliest but not later than **09/06/2021 (09th June 2021)** at 2 PM.

Please send the duly filled Employee Information Form along with acceptance.

Work Location: Bhimavaram / Work from home till advised.

Kindly keep us posted if any change in the joining date.

Deferred Annual Benefits:

1. Gratuity is paid as per the extant Indian regulation.
2. Paid leave will be applicable as per current policy of the company
3. Medical hospitalization insurance for Rs 3 Lakh (Family), accidental insurance for Rs 25 Lakhs (For Self). Term Life (Self) is covered as per company policy.
4. The family shall comprise of the insured employee, his/her legally wedded spouse, first 2 living dependent children up to age of 21 years and dependent parents only.

Please forward / mail the Scanned copies (only PDF format) of the following documents, filled in forms within 7 days.

1. Resignation acceptance, Relieving, Experience letters issued by your previous employers.
2. Passport size photograph (White background), Passport, PAN Card, Aadhaar etc.
3. Study certificates.
4. Technical certifications (if any).

Please carry hard copies (Originals & one set Xerox) of the following documents with you on your date of joining:

1. 4 Color photographs with White background.
2. Appointment letters, Relieving letter/letters from all the previous employer/employers.
3. Last 3 month's salary slips from previous employer.
4. Passport, Aadhaar, Pan, Address & Study certificates.

** PAN Card is a mandatory document to be submitted on or before the Date of Joining. (If not submitted tax slab would differ)

**Date of birth in Aadhar should be in dd/mm/yy format. (If you don't have it in the said format please reach out to us)

Please Note: Joining formalities will be initiated ONLY after verification of original certificates / documents. Please carry the same without fail. "

This offer is subject to the verification of information provided/submitted by you and a satisfactory reference check and the company is at its sole discretion to decide the authenticity of documents & outcome of verification.

For Netenrich Technologies Pvt. Ltd

Narendra Sammeta

Director - Talent Acquisition | Mob.: +91 9246394075

Office : 040-23543339 | Web: www.netenrich.com

NETENRICH

Please consider the environment before printing this.

NetEnrich Technologies Private Limited

www.netenrich.com

CIN: U72200TG2004PTC042580

Regd. Office: Plot # 770-F, Anantham Towers, Road # 44, Jubilee Hills, Hyderabad-500033, Telangana. Ph: 040-23543336

Corporate Office: Survey # 8, Purva Summit Building, South Wing, 1st Floor, Whitefield Road, Kondapur, Hyderabad – 500084, Telangana

Branch Office: Door # 3-131, Goraganamudi Village, Palakoderu Mandal, Bhimavaram – 534244, Andhra Pradesh. Ph: 08816-232462

Branch Office: WeWork Prestige Central, # 36, Infantry Road, Sampangi, Taskar Town, Shivaji Nagar, Bengaluru – 560001, Karnataka

Confidential



praditvi raj <praditvi.raj2020@gmail.com>

DXC Technology || Offer Letter

4 meaning as

DXC_India_CampusConnect <DXCIndiaCampusConnect@dxc.com>
To: "prudhvi@3020@gmail.com" <prudhvi@3020@gmail.com>

26 November 2020 at 01:06



25 November 2020

Pradhyai Babu Kanungo

Dear Prudhvi Babu Kozam,

We are pleased to extend to you an offer of employment with DXC Technology. This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable). If any of the above-mentioned conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to your other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thinking You

Yours Sincerely,

Lokendra Sethi

Lokendra Sethi

Vice President - Human Resources

25 November 2020

Prodovi Hubu Kammu



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 275448

Letter of Intent ("LOI")

Dear Dasari Babu,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of Analyst and A4 with Capgemini Technology Services India Limited., (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear



OFFER LETTER
PRIVATE AND CONFIDENTIAL

Dear KOTA SRINU,

This is regarding your application and subsequent discussion you had with us. We are pleased to inform you that you have been selected to join our organization as a Software Engineer Trainee. The profile and team will be decided based on performance in L1 and L2 and it will be subject to change as per business requirements. We look for people who are committed to leadership and our culture of innovation. Your foundation phase starts from 15 February 2021.

You shall be governed by the following terms and conditions of service during the internship period with Xenonstack, and those may be amended from time to time.

Please refer to:

Annexure A - Joining Time Document Checklist

1. Compensation and Allowances

- 1.1 You will join at L1 level. After successful completion of L1, you will move on to the next Level that is L2 level of internship. Depending upon your performance and shift timing, you may be paid a stipend of INR 7,500 per month during L2 Level and INR 15,000 per month during L3 Level of the internship. This payout will totally depend on the feedback received on your performance and behaviour.
- 1.2 Your annual package after the successful completion of the internship will be INR. 4,50,000 including 15% Performance Incentives, Benefits & Taxes as per government rules. Therefore, salary will include (Employee PF, Employer PF, Profession Taxes & other charges as per Income Tax Act, as amended and applicable from time to time.)
- 1.3 Your compensation components, all amounts, and allowances are Pre-Tax amounts and will be taxable in accordance with the taxation laws in India and you shall be liable for the same from time to time. For allowances requiring reimbursement as non-taxable components, you will need to submit receipts/bills; otherwise, they will be paid as taxable components.

2. Scope and Responsibilities

- 2.1 Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your Manager from time to time. In accepting this offer of internship, you will be required to perform all responsibilities assigned to you with due care and diligence and in compliance with the direction of management. You are also required to perform these tasks during business hours and such reasonable additional time as may be necessary. The above internship will neither create any right of

603, 6th Floor, Plot No. C-184, Industrial Area, Phase- VIII-A, Sector 75, Sahibzada Ajit Singh Nagar, Punjab 160071

Email: business@xenonstack.com

Website: www.xenonstack.com

Phone No: +918557920005

Doc ID: 9704a437353386f38939a672eaab6edfbad9a948



Offer: Computer Consultancy
Ref: TCSL/DT20195490701/Hyderabad
Date: 11/03/2021

Mr. Chanukya Sai Jamma
D.No: 3-996Ramakrishna Nagar,
Balajipeta,,
Rajahmundry-533101,
Andhra Pradesh.
Tel# 91-9010706624

Dear Chanukya Sai Jamma,

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 ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20195490701

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

TCS Careers Serviceline: 1800 209 3111 E-mail: careers@tcs.com



Offer Intent

29 January 2021
Pavani Nanduri
Surampalem
Andhra Pradesh - 533437

Dear Pavani,

Sub: Offer of Employment

Congratulations! Pursuant to our discussions, we are delighted to extend you Offer of Intent with **Zen Quality Assurance Private Limited ("Company")**.

You will be designated as **Test Engineer** and your gross annual salary will be **Rs. 2,80,000**. Your employment with the Company will commence tentatively from **July 05, 2021 at Hyderabad**. However, the exact Date of Joining will be informed to you.

This offer is subject to the following terms and conditions:

1. Education

Your appointment is contingent upon successful completion of your Highest Qualification scoring 70% and above throughout the academic with no backlogs.

2. Employment Agreement

2.1 You agree to work for the Company for at least Thirty (30) months from the date of your employment with us.

3. Others

3.1 You need to adhere to the Company's policies, benefits and guidelines which are subject to change from time to time.

3.2 Change in your marital status/residential address etc., should be communicated to the HR Team to enable us to keep your records up to date and also for any future communications.

We thank you for your interest in Zen Quality Assurance Pvt. Ltd. and look forward to a mutually beneficial association.

Regards,

Ravi Kuchampudi
Associate Vice President - HR



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CDS/HR/TR/OL/2020-12

Confidential

Date: 22nd Dec 2020

Murali Krishna Gooturu,
Bangalore

Dear Murali,

Subject: Trainee Software Developer Offer Letter

Congratulations on your selection for **Trainee Software Developer** position at **Covalense Digital Solutions Private Ltd.** You are requested to join **Covalensedigital** on 1st July 2020 at our Bangalore Office. Please report at the office by 10:30 AM.

By accepting this appointment letter, you agree to the following initial terms & conditions. Please confirm your acceptance through email or in writing, within 3 working days from the date of receipt of this letter.

1. There will be a 6-month Training period, during which your role will be "**Trainee Software Developer**". Your total cost to the company shall be **Rs.3,00,000.00/- (Rupees Three Lakh Only)** for 12 months.
2. The details of your compensation are given at the end of this letter. Your performance will be continuously assessed during the probation period. Based on your satisfactory performance, your appointment as "Trainee Software Developer" will be confirmed effective 01st Jan 2021.
3. Your performance only will be assessed at the end of 6th month (Jan 2021). 12th month (July 2021) and thereafter once every 12 months assessments will be used to revise your compensation structure and role.
4. Your compensation package starting 1st July 2020 will be 3 LPA (Cost To Company). Any change in Compensation and role/designation indicated in clause 3 above will be purely based on your Performance.
5. You will be required to sign an agreement to confirm your willingness to get trained for a period of 6 months with a stipulation that you should work for Covalensedigital for a minimum period of 2 years from the date of completion of the initial 6 months training. This period will be termed as "Compulsory Period".
6. Covalensedigital reserves the right to terminate your training and remove you from the position if your performance is found unsatisfactory or if you are found violating the terms of the agreement you have executed.

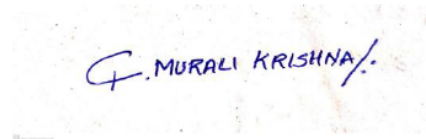
7. During your initial 6 months' probation period, you will be entitled for 6 Casual leaves. In the first year of service post your probation period, you are entitled for 12 days leave (Casual leaves and Sick leaves with medical certificate). Starting from second year of service, standard leave policy will apply and any leaves which are not availed in the last 18 months will laps.
8. Once you complete 6 months, you will be a full-time employee of Covalensedigital purely based on your performance and will be eligible for the benefits applicable for full time employees.
9. Please note that during the tenure of your work with Covalense Digital Solutions Private Limited in India, you may also be relocated to any place in India or outside India and as such you may at any time be Transferred / Seconded to any of the offices of the Company, its associates, organizations with whom the Company has transactions, whether the office is subsidiary, associate or the organization is in existence today or is to be setup hereafter.
10. You will be covered under Employee State Insurance Scheme of India.

We wish you a successful career with Covalensedigital. You may contact the undersigned for any queries.

Yours Truly
For Covalense Digital Solutions Private Limited



12/22/2020
Akhil Kittur
Assistant Manager - HR



Signature of Employee

Annexure - A

	Murali Krishna Gooturu	
Designation	Trainee Software Engineer	
Department	Integration	
Date of Joining	1st July 2020	
Salary Structure:	Monthly (INR)	Annual (INR)
Basic	10,000.00	1,20,000.00
House Rent Allowance (HRA)	4,000.00	48,000.00
Special Allowance	8,719.00	1,04,628.00
GROSS SALARY (A)	22,719.00	2,72,628.00
Covalensedigital Contributions:		
Employer Provident Fund	1,800.00	21,600.00
Gratuity	481.00	5,772.00
Total Contributions (B)	2,281.00	27,372.00
Cost to The Company(C) - (A+B)		3,00,000.00

More information on the benefits and allowances:

Provident Fund:

Under Provident Fund Scheme, employer will contribute 12% on 15000/basic plus special allowances whichever is less or equivalent to employee contribution, whichever is lower, in addition to the employee contribution. Both Employer and Employee contributions are part of Total CTC.

Gratuity:

Gratuity is a part of the total CTC. Benefits from the Gratuity contributions is available only on completion of 5 years continuous service with the Covalensedigital.

Health Insurance:

Covalensedigital covers its employees under Group Health Scheme for the benefit of the employee. This coverage includes employee, Spouse and 2 Children. The health insurance would be provided at no cost to the employee.

Term Life Insurance:

Covalensedigital covers its employees under a Term Insurance scheme which covers an unfortunate demise (Natural/Accidental) of an Employee and the coverage is up to 100% of Sum Insured. The Term Life Insurance is provided at no cost to the employee.



Offer and Appointment Letter

Date : Tuesday, September 7, 2021

Dear **Madicherla Rama surya Sai teja**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Trainee-Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience (51000011)** department subject to your acceptance of the terms of employment mentioned in this letter. The letter includes details of your compensation structure (*Annexure A*) and other Terms & Conditions of service (*Annexure B*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Friday, September 10, 2021**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to Friday, September 10, 2021, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Trainee-Student Experience
Department	Student Experience (51000011)
Employment Type	Trainee
Work Location	IBC Knowledge Park, Bangalore

Fixed Compensation: ₹ 500000

Variable Compensation: ₹ 100000

Total Annual Cost to Company : ₹ 600000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Friday, September 10, 2021, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head – Human Resources
Think & Learn Pvt. Ltd

Annexure A – Compensation Structure

Compensation Details	
Name	Madicherla Rama surya Sai teja
Designation	Trainee-Student Experience
Date Of Joining	Friday, September 10, 2021
Annual Cost To Company(CTC)	₹ 600000
Fixed Compensation	₹ 500000
Variable Compensation	₹ 100000
Earnings	
Component Category	Annual
Basic Pay	₹250,000.00
House Rent Allowance	₹125,000.00
PF (Employer Part)	₹21,600.00
Medical Allowance	₹36,000.00
Conveyance Allowance	₹48,000.00
Special Allowance	₹2,600.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Total Annual Earnings (Fixed CTC - Company PF Contribution)	₹478,400.00
Deductions	
PF (Employee's Part)	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)*	₹456,800.00

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your takehome salary would be Total Annual Net Pay - Taxes.*

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund
- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject

to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

4. Benefits – All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed:

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the employment period is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will not be entitled for the Relocation Bonus and if the payment would have been made already before your exit within the year, you will be required to pay BYJU'S the full amount of the Relocation Bonus received.

This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

Annexure B – Terms and Conditions

1. *Statement of Facts* – The Company has made the offer of employment on the basis of the information, statements and, facts as provided by you in your employment application form. The company reserves the right to terminate your services either at the time of joining or at any point of time in the future during your employment with the company if any of the information provided by you is found to be false or misleading or concealed (whether in part or whole) or in case of presence of any criminal record. You hereby agree to the right of the company to conduct background verification to authenticate the information submitted by you and to check if you have any criminal background.

2. *Role and Location Change* – The Company reserves the right to transfer you to any role or location, as per the business requirements.

3. *Probation* - On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving you a notice of 2 days. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

4. *Code of Conduct* – The Company endeavors to follow the best possible standards in its governance and has high levels of transparency and integrity. You shall be duty-bound to follow the provisions of this Code in letter and spirit. Accordingly, you are expected to read and understand this Code and uphold these standards in your business dealings and official activities.

3. *Business Conduct* – The Company expects its employees to not indulge or to be involved in any activity fully or partially, that may discredit the company, its clients, customers, or themselves as employees of the company. You shall honor and comply with all the company's rules and regulations, that may be communicated from time to time, and with all statutory requirements with utmost honesty and integrity at all times.

4. *Assets* – You will be responsible for the safekeeping and return, in good condition and in working order, of all the company assets, which may be in your use, custody, or charge. More details will be provided in the IT Asset policy available on our employee portal to understand the regulations regarding the management of IT assets assigned to employees.

5. *Confidential Information* – As an employee of the Company, it is likely that you will be exposed to confidential and/or proprietary information related to (but not limited to) operations, products, and services of the Company and its clients. In this context, you expressly agree to comply with BYJU'S Confidentiality Terms.

6. *Intellectual Property Rights* – All the Intellectual Property Rights in the material developed by you, class material, and related documents shall at all times remain the property of BYJU'S. You shall provide all assistance and execute all deeds and documents required to vest the Intellectual Property Rights with BYJU'S. In the event any of the Intellectual Property Rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such Intellectual Property in perpetuity to BYJU'S. You shall not assert any right, title, and interest over such Intellectual Property Rights.

7. *Indemnity* – You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of

- Any act or omission by you;
- Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- Any representation or warranty or information furnished to the Company found to be false; d. Violation/non-compliance with any laws/rules/regulations while rendering the services;
- Failure to adhere to the standards/specifications/policies of the Company.

8. BYJU'S believes that it is the most advanced Ed-Tech platform available in the globe and it owns Copyrights and Patents regarding its content. Therefore, any competition clause agreed by you in your earlier employments shall not be applicable. Though keeping in mind these covenants, in the future, if it comes to the Knowledge of the company or if the Company is sued for solicitation of work, you shall be curing the said petition or claims out of your own costs and hold the company harmless against all such claims and court litigation arising due to your previous employment.

9. Non-Solicitation and Non-Compete

- During your employment with the Company and also at any time post the termination of this Agreement, (up to at least a period of six months) by way of resignation or otherwise, you will not recruit, select or influence in any way, any existing employees of the Company or anyone working with us on contract basis, to join you or your future employment, as an employee or partner or through any other form of the word association.
- During your employment with the Company and also anytime post the termination of this Agreement, for a period of one year, you will not engage in, or have any direct or indirect interest in any person, firm, or business that is in competition with the business of the Company, including, without limitation, with any existing and potential clients, customers, business partners of the Company.
- You shall not, during your employment and any time after your separation from the company, use the confidential information of the company or its customers that may directly or indirectly damage the business and/or reputation of the Company.

10. Separation and Notice Period – After successful completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice of 30 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 30 days of notice in writing or 30 days of salary in lieu of such notice.
- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

11. Retirement Age – The age of superannuating of an employee from the company's service is 60 years. You shall, however, during your employment, be required to be medically fit for the work for which you have been employed. As to whether an employee is medically fit, is an issue that will be professionally determined by the Company and the employee shall be bound by such determination. You may be accordingly asked to undergo a periodic medical examination as and when intimated to you by the Company. The Company shall have the right to terminate your services immediately, in the event you are found to be medically unfit to perform your duties and responsibilities.

12. General Provisions

- As an employee in the full-time employment of the Company, you are required to devote your entire time, attention, and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.
- You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to a breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material, and documents with utmost honesty and professional ethics.
- Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.
- During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit a breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
- You will keep the Company informed of any change in your residential address, your family status, or any other personal particulars relevant to your employment, as and when the change occurs.
- You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services

of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

- The Company will deduct taxes as appropriate and consistent with the Indian Tax Regulation. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
- This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.
- All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka.



OFFER LETTER
PRIVATE AND CONFIDENTIAL

Dear PENMETSA MAHIMA GAYATHRI

This is regarding your application and subsequent discussion you had with us. We are pleased to inform you that you have been selected to join our organization as a Software Engineer Trainee. The profile and team will be decided based on performance in L1 and L2 and it will be subject to change as per business requirements. We look for people who are committed to leadership and our culture of innovation. Your foundation phase starts from 15 February 2021.

You shall be governed by the following terms and conditions of service during the internship period with Xenonstack, and those may be amended from time to time.

Please refer to:

Annexure A - Joining Time Document Checklist

1. Compensation and Allowances

- 1.1 You will join at L1 level. After successful completion of L1, you will move on to the next Level that is L2 level of internship. Depending upon your performance and shift timing, you may be paid a stipend of INR 7,500 per month during L2 Level and INR 15,000 per month during L3 Level of the internship. This payout will totally depend on the feedback received on your performance and behaviour.
- 1.2 Your annual package after the successful completion of the internship will be INR. 4,50,000 including 15% Performance Incentives, Benefits & Taxes as per government rules. Therefore, salary will include (Employee PF, Employer PF, Profession Taxes & other charges as per Income Tax Act, as amended and applicable from time to time.)
- 1.3 Your compensation components, all amounts, and allowances are Pre-Tax amounts and will be taxable in accordance with the taxation laws in India and you shall be liable for the same from time to time. For allowances requiring reimbursement as non-taxable components, you will need to submit receipts/bills; otherwise, they will be paid as taxable components.

2. Scope and Responsibilities

- 2.1 Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your Manager from time to time. In accepting this offer of internship, you will be required to perform all responsibilities assigned to you with due care and diligence and in compliance with the direction of management. You are also required to perform these tasks during business hours and such reasonable additional time as may be necessary. The above internship will neither create any right of

603, 6th Floor, Plot No. C-184, Industrial Area, Phase- VIII-A, Sector 75, Sahibzada Ajit Singh Nagar, Punjab 160071

Email: business@xenonstack.com

Website: www.xenonstack.com

Phone No: +918557920005



employment in the Company until a definitive employment agreement is signed between the Parties.

You have to Complete Assignment of Foundation Level 1 remotely. Your performance will be evaluated on the basis of your Presentation. If your feedback is below good in the presentation, the internship will be terminated.

You have to complete level 2 of your internship remotely.

3. Internship Period

- 3.1 You shall be an Internship for a period of 6 Months(15 February 2021 to 15 August 2021). During the period of internship, your performance will be evaluated on a regular basis, and if the same is not as per the expected standards, your internship is liable to be terminated. **The notice period during Internship would be one month for all interns.**

4. Probation Period

- 4.1 You shall be on Probation for **one hundred and eighty (180)** calendar days after the completion of internship and confirmation as an employee and the said period, at the discretion of the management may be extended up to **ninety (90)** calendar days. During the period of Probation, your performance will be evaluated regularly, and if the same is not as per the expected standards, the Company may terminate your employment.

5. Posting and Procedures

- 5.1 At present, you will be posted at **Mohali**. However, based on the job/business requirements of the company, you are liable to be transferred to any of the other offices/companies/associate companies, whether in existence and planned in the future, in India or abroad, at our sole discretion.

6. Shift and Leave Policy

- 6.1 You will be flexible to work in any Shift i.e. Morning, Evening or Night during your association with XenonStack. You will be entitled to leave & holidays as per the leave policy of the company as well as the location of posting.

7. Data Protection and Security Policy

- 7.1 As an intern with XenonStack, you are committed to ensuring that all the PrincipalData (related to you and third party) handled by us will be processed according to legal complaint standards of
- 7.2 This is your personal responsibility to ensure compliance with this policy, to handle all PrincipalData consistently with the principles and to ensure that measures are taken to protect the data security. And, the company (employer) will not be responsible, in any case Data Protection and Security comes and reserves all the rights to take strict action against.

8. Non-Disclosure Agreement

- 8.1 As XenonStack is dealing with International as well as Indian clients working in Data and IP, you are liable to sign Non-Disclosure Agreement and Data Protection Policy.

9. Travel and Expenses

- 9.1 You may be required to travel, whether in or around India or overseas, in connection with your internship with the Company upon short notice to you. While traveling for work, your expenses and costs in connection with such travel and any other expenses incurred by you during your internship will be reimbursed in accordance with the current travel and expense policy of the Company. You are expected to keep your passport valid always.

10. Policies and Procedures

- 10.1 You are required to comply with all Company policies and procedures written in the internship handbook as they may be amended or added to from time to time.

11. Minimum Service Period

- 11.1 After the completion of the L2 level of internship, interns who decide to join the organization at L3 Level will have to sign a **2 years** service agreement.
- 11.2 Since the Employer will invest money and resources in training and upgrading the Employee's skills as a professional, the Employee willingly agrees to work at the Company and sign a service agreement for a **minimum period of 2 years**, inclusive of probationary period, from the date of joining and signing of the agreement (hereinafter referred to as "**Minimum Service Period**"). After completion of the Minimum Service Period, the Employee shall be at liberty to resign from the Company after giving an advance written a notice to the effect, at least **90 (ninety) days** prior to the intended last working day (hereinafter referred to as "**Notice Period**"). This provision is inserted in order to help the Employer find an appropriate replacement.
- 11.3 The Parties reserve their right to take appropriate legal action as per the Indian Contract Act, 1872 if a breach of the aforesaid clause occurs. Additionally, the Employee agrees to pay damages to the Employer amounting or equal to **Rs 2,00,000** (Rs Two lac only) if the aforesaid breach occurs by or on part of the Employee.
- 11.4 The Intern shall also be responsible and penalized for the loss incurred by the Company due to project delays as a result of the abrupt absence of the Intern. In such a scenario the Company also forfeits its obligation to issue to the Intern a No Objection Certificate, Experience Certificate, Relieving Letter or/and Reference Letter, as and what shall be applicable.

12. Resignation Acceptance Policy

- 12.1 You may at any time terminate your employment by giving the Company **thirty (30)** calendar days prior written notice of 30 days pay in lieu of notice. Upon you providing such notice, approval of any request for early release and/or any kind of waiver will be granted at the sole discretion of the Company and will be subject to the terms and



conditions of the Company, including and not limited to the recovery in lieu of notice period not served.

13. Termination Policy

- 13.1 Your internship may be terminated by the Employer by giving **7 day's notice or 7 days' pay** in lieu of notice. In case the intern gives notice for termination, the Company, at their sole discretion, may relieve the intern before the expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of the notice period.
- 13.2 The Company may terminate your internship without notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties, you will be liable to dismissal by the Company without notice or pay in lieu of the same.
- 13.3 Upon termination, a reconciliation of reimbursements against monthly accrued allowances will be calculated. You agree for Company to offset any overpayment against any money owing to you on termination of the internship.

14. Benefits and Others

- 14.1 Your stipend for the first month shall be payable only on the completion of 1 month from the commencement of your services. If you choose to terminate your services at any time during the aforesaid period of 1 month, your stipend for the period served by you shall be forfeited.

15. Return of Company Property

- 15.1 On termination of your internship, for any reason, you must immediately return to Company all Company property in whatever form, relating in any way to Company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to the Company.

16. Closing

This offer of employment is conditional upon the following:

- 16.1 Signing the acceptance clause under the heading "Acceptance of Internship Offer";
- 16.2 You are under no obligation to anyone which prevents you from entering into this Agreement or restricts the activities or duties which may be assigned to you by the Company;
- 16.3 All information provided by you is accurate, including academic credentials, if required;
- 16.4 Successful completion of any background check or security clearance investigation;
- 16.5 Satisfactory reference having been obtained from your previous and present managers/College staff.

To indicate your acceptance, please acknowledge by replying to this email within 2 days of receiving this letter. If you do not return the required documents by this deadline, we will assume that you do not intend to accept this internship offer and it will be automatically withdrawn without further action on the part of the Company.



We look forward to receiving your acceptance of this offer and joining our team.

With Best Regards
For M/s XenonStack Pvt. Ltd.

Dr. Jagreet Kaur
Director

----- Please send the Acceptance on Mail-----

Acceptance of Employment Offer

I have read, understood, and accepted this offer of Employment Offer, as set forth above, with Company and will report on 01/09.

Annexure A Joining Time Document Checklist

The following is a checklist which indicates the documents that you have to submit at the time of joining **XenonStack Private Limited**.

Duplicate copies of the following documents to be submitted:

	Description of Document	Submitted (Yes/ No)
	PASSPORT/ PAN Card/ Driving License	
	AADHAR CARD	
	PHOTOGRAPH One passport size color photograph	



APPOINTMENT LETTER

July 3, 2021

Dear GOOTURU MURALIKRISHNA,

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:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. 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.
- c. The retirement age is 58 years.
- d. 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.
- e. 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.
- f. 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.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. 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.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. 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

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. 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.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. 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.
- b. 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.
- c. 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. 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:
 - i. 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.
 - ii. 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.
 - iii. 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.

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.
- 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.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

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 up to 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.

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**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

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.

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: policyclearinghouse@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:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. 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.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. 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 polycycleclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I GOOTURU MURALIKRISHNA, 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;
- b. processing my job application including background verification checks;
- c. 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."

ANNEXURE III

SALARY OFFER SHEET

Name: GOOTURU MURALIKRISHNA

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
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	1,459
Target Cost to Company per month	29,167

Total Cost to Company per annum	3,50,004
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*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.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

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.

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:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is 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 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

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.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

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.

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
- b. 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.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

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 joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary 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. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

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 depending on your marital/family status towards the base sum insured premium, 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.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit:** Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws

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 predefined 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.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

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. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: 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 under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). 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.

2. 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 an 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** GOOTURU MURALIKRISHNA 3/7/2021 4:49 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

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