



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

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Aditya College of Engineering
SURAMPALEM - 533 437



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This is to certify that the following students got placed during the academic year 2021-22.

S. No	Academic Year	No. of placements
1.	2021-22	380


Coordinator




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TO WHOMSOEVER IT MAY CONCERN

Our Institution is providing maximum placement orders/offers to the students in the Core, IT and Inter-disciplinary Industries/companies through On/Off Campus. Some of the Industries/Companies are providing confirmation orders/offers to the selected students through e-mail.


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LIST OF SELECTED STUDENTS FOR THE ACADEMIC YEAR: 2021-2022

S.No.	Course	Name of the Student	Company	CTC
1.	B.Tech-CE	ABBISSETTI SATYA NARENDRA BABU	INFOSYS	3.60 LPA
2.	B.Tech-CE	ADARI YERIKI NAIDU	INFOSYS	3.60 LPA
3.	B.Tech-CE	ANNE THARUN VENKATA SAI	MEDIAMINT	3.10 LPA
4.	B.Tech-CE	VENKATA KUMAR DATLA	WIPRO	3.75 LPA
5.	B.Tech-CE	GALI VENKATA SRINIVASA ROYAL	SDVVL SURVEY AND CONSTRUCTION	1.80 LPA
6.	B.Tech-CE	PUVVALA JAHNAVI MRUDHULA	TURINGMINDS.AI	6.20 LPA
7.	B.Tech-CE	NARENDRA REDDY PALLAKI	TURINGMINDS.AI	6.20 LPA
8.	B.Tech-CE	PASUMARTHI SYAMASUNDAR	CADSYS	4.26 LPA
9.	B.Tech-CE	PENUMALLA SIVA SUBRAHMANYAM	CADSYS	4.26 LPA
10.	B.Tech-CE	PYDIMARRI SUBRAHMANYA SASTRY	SDVVL SURVEY AND CONSTRUCTION	2.20 LPA
11.	B.Tech-CE	RAYAVARAPU V V DURGA BALAJI	AVANTIX TECHNOLOGIES	1.80 LPA
12.	B.Tech-CE	THIRUMALASETTI GANESH	MIRACLE SOFTWARE SYSTEMS	2.46 LPA
13.	B.Tech-CE	TUMMALAPALLI JYOTHI SAIBABU	VISHWANADH AVENUES	1.80 LPA
14.	B.Tech-CE	TUMMALAPALLI SATISH	WIPRO	3.75 LPA
15.	B.Tech-CE	B. PAVAN	KIWO MODULAR	1.80 LPA
16.	B.Tech-CE	VASAMSETTI SATYA SURYA SIVA PRASAD	SDVVL SURVEY AND CONSTRUCTION	2.40 LPA
17.	B.Tech-EEE	CH PRAKASH	ATOS GLOBAL, Pune	3.10 LPA
18.	B.Tech-EEE	TUMPALA NEELIMA	CAPGEMINI, Bengaluru	7.50 LPA
19.	B.Tech-EEE	U GURU PRASAD	MIRACLE SOFTWARE SYSTEMS, Vizag	2.60 LPA
20.	B.Tech-EEE	A.VEERENDRA	WIPRO ELITE, Bengaluru	3.75 LPA
21.	B.Tech-EEE	B.VEERA SAI DATTA	PUZZOLONA MACHINERY, Hyderabad	1.56 LPA
22.	B.Tech-EEE	BHAVARAJU SAI SURYA PRAKASARAO	WIPRO ELITE, Bengaluru	3.75 LPA
23.	B.Tech-EEE	BODA KRISHNA CHAITANYA	MEDIAMINT, Hyderabad	3.60 LPA
24.	B.Tech-EEE	BOLLAPRAGADA ABHISHEK	WIPRO ELITE, Bengaluru	3.75 LPA
25.	B.Tech-EEE	BUNGA AAKASH	WIPRO, Bengaluru	3.75 LPA
26.	B.Tech-EEE	CHIPPADA SURYA VAMSI	ATOS GLOBAL, Pune	3.10 LPA
27.	B.Tech-EEE	DANGETI KAMESWARA RAO	MINDTREE, Hyderabad	4.00 LPA
28.	B.Tech-EEE	DENDUKURI SRINIVAS	HYOSEONG ELECTRIC, Sengadu, Tamilnadu	1.86 LPA
29.	B.Tech-EEE	GANESHULA DURGA SURYA VAMSI	INFOSYS, Hyderabad	3.60 LPA
30.	B.Tech-EEE	VELAGA ANIL KUMAR	TECH MAHINDRA, Hyderabad	3.25 LPA
31.	B.Tech-EEE	GOLLAPALLI ABHISHEK	TECH MAHINDRA, Hyderabad	3.25 LPA
32.	B.Tech-EEE	INAGADAPURUPESWAR	AVANTIX TECHNOLOGIES, Chennai	4.50 LPA



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33.	B.Tech-EEE	KANCHARLA VEERA VENKATA RAM MOHAN	BOSCH GLOBAL SOFTWARE,Coimbatore	5.00 LPA
34.	B.Tech-EEE	KANDUKURI NAGAGIRI RAJA ARUN PRATAP	WIPRO, Bengaluru	3.75 LPA
35.	B.Tech-EEE	KANKIPATI RAM KUMAR	MIRACLE SOFTWARE SYSTEMS,Vizag	2.60 LPA
36.	B.Tech-EEE	KARAGANI AJAY NARAYANA	MPHASIS, Bengaluru	4.00 LPA
37.	B.Tech-EEE	KOMARTHI GANESH	CAPE ELECTRIC INDIA,Chennai	3.00 LPA
38.	B.Tech-EEE	KOMMANA HARIDATTA	WIPRO, Bengaluru	3.75 LPA
39.	B.Tech-EEE	KUNCHE NANIBABU	WIPRO, Bengaluru	3.75 LPA
40.	B.Tech-EEE	MAGAPU JEEVAN CHARAN	MINDTREE,Hyderabad	4.00 LPA
41.	B.Tech-EEE	MANI TEJA MAGAPU	TCS NINJA, Hyderabad	3.36 LPA
42.	B.Tech-EEE	SAI TARUN MANCHARLA	CAPGEMINI, Bengaluru	4.00 LPA
43.	B.Tech-EEE	VANKA GANGADHAR	HYOSEONG ELECTRIC, Sengadu, Tamilnadu	1.86 LPA
44.	B.Tech-EEE	MUKKA NAGA SIVA MANI KUMAR	ZELF STUDIE,Hyderabad	6.00 LPA
45.	B.Tech-EEE	M.SIVA CHAKRADHAR	PUZZOLONA MACHINERY,Hyderabad	1.56 LPA
46.	B.Tech-EEE	NAKKIREDDY YASWANTH KUMAR	HYOSEONG ELECTRIC, Sengadu, Tamilnadu	1.86 LPA
47.	B.Tech-EEE	NEERUKONDA NAVEEN	CAPE ELECTRIC INDIA,Chennai	3.00 LPA
48.	B.Tech-EEE	P.SHANTI	ZELF STUDIE,Hyderabad	6.00 LPA
49.	B.Tech-EEE	SATYA SAI KUMAR VASAMSETTI	BOSCH GLOBAL SOFTWARE,Coimbatore	5.00 LPA
50.	B.Tech-EEE	RAMIREDDY SATYA RAMA MANIKANTA	HYOSEONG ELECTRIC, Sengadu, Tamilnadu	1.86 LPA
51.	B.Tech-EEE	RANGIREDDY SAI DURGA SIVA SATYA PRASAD	MIRACLE SOFTWARE SYSTEMS,Vizag	2.46 LPA
52.	B.Tech-EEE	REGADA PUSHPA KUMARI	MEDIAMINT,Hyderabad	3.10 LPA
53.	B.Tech-EEE	SANA VIJAY RAMESH	HYOSEONG ELECTRIC, Sengadu, Tamilnadu	1.86 LPA
54.	B.Tech-EEE	SIDDA JAGADEESWARI	INFOSYS, Hyderabad	3.60 LPA
55.	B.Tech-EEE	SINGULURI PAVAN KUMAR	HYOSEONG ELECTRIC, Sengadu, Tamilnadu	1.86 LPA
56.	B.Tech-EEE	VARDHINEEDI SIVA DURGA VARA PRASAD	WIPRO, Bengaluru	3.75 LPA
57.	B.Tech-EEE	SREEPATHI GANGA KRISHNA GANESH	WIPRO, Bengaluru	3.75 LPA
58.	B.Tech-EEE	TEKI RAMA KRISHNA AKHIL	ZELF STUDIE,Hyderabad	6.00 LPA
59.	B.Tech-EEE	THADALA PRAKASARAJA	HYOSEONG ELECTRIC, Sengadu, Tamilnadu	1.86 LPA
60.	B.Tech-EEE	SURENDRA THIPPANA	WIPRO, Bengaluru	3.75 LPA
61.	B.Tech-ME	JUVVADHI GANESH	SURYA TECH SOLUTIONS	2.20 LPA
62.	B.Tech-ME	KAKARALAPUDI SRI DATTA	HYUDAI STEEL	2.07 LPA
63.	B.Tech-ME	KARUMURI LOKESH MANIKANTA RAGHUNADH	HYUDAI STEEL	2.07 LPA
64.	B.Tech-ME	KOTTUM MAHESH	SURYA TECH SOLUTIONS	2.20 LPA
65.	B.Tech-ME	LAGUDU SIVARAJU	SURYA TECH SOLUTIONS	2.20 LPA
66.	B.Tech-ME	NARINA VEERA NAGA SIVA SAI	SURYA TECH SOLUTIONS	2.20 LPA
67.	B.Tech-ME	PABBU V V S SWAMI	ZELF STUDIE	6.00 LPA
68.	B.Tech-ME	YARRA SIVA VENKATA DURGA SAI	ZELF STUDIE	6.00 LPA
69.	B.Tech-ME	YENDRU GOVINDA RAJU	HYUDAI STEEL	2.07 LPA

70.	B.Tech-ME	ADABALA RAMACHAKRA	HYUDAI STEEL	2.07 LPA
71.	B.Tech-ME	AKULA GOVA RAJU	WIPRO	3.50 LPA
72.	B.Tech-ME	KOPPISETTI RAMU	HYUDAI STEEL	2.07 LPA
73.	B.Tech-ME	BAVISETTI SIVA RAMA KRISHNA	HYUDAI STEEL	2.07 LPA
74.	B.Tech-ME	DUDDUPUDI BHARGAV	HYUDAI STEEL	2.07 LPA
75.	B.Tech-ME	BONEPALLI RUPENDRA	HYUDAI STEEL	2.07 LPA
76.	B.Tech-ME	CHODIPALLI NARENDRA	HYUDAI STEEL	2.07 LPA
77.	B.Tech-ME	DODDI SAI GANESH	SURYA TECH SOLUTIONS	2.20 LPA
78.	B.Tech-ME	TARUN DWARAPUREDDI	DXC TECHNOLOGY	4.00 LPA
79.	B.Tech-ME	GOVARDHAN GANGULA	HYUDAI STEEL	2.07 LPA
80.	B.Tech-ME	GEDDAM HIMASAILANATH	HYUDAI STEEL	2.07 LPA
81.	B.Tech-ME	GORU YADAGIREESH	AAKASH E S Ltd	2.52 LPA
82.	B.Tech-ME	GUDISEVA SRI VIKAS	FECUND SERVICES	3.50 LPA
83.	B.Tech-ME	GUMMELLA TEERUMALA VEERABABU	VISION INDIA	2.26 LPA
84.	B.Tech-ME	NAVEEN KUMAR GURUGUBELLI	ZF INDIA	6.00 LPA
85.	B.Tech-ME	HARI KRISHNA CHALLA	CYIENT	2.80 LPA
86.	B.Tech-ME	KADULURI SUDARSHAN REDDY	INFOSYS	3.60 LPA
87.	B.Tech-ME	KALIGOTLA SAI KARTHIK	AAKASH E S Ltd	2.52 LPA
88.	B.Tech-ME	KANDREGULA ABHIRAM	FECUND SERVICES	3.50 LPA
89.	B.Tech-ME	KANDULA LAKSHMI SUDHAKAR	CYIENT	2.80 LPA
90.	B.Tech-ME	KETHA MANIKANTA	ZELF STUDIE	6.00 LPA
91.	B.Tech-ME	KETHA VARUNESH	AAKASH E S Ltd	2.52 LPA
92.	B.Tech-ME	KONDA SANDYA RANI	MEDIAMINT	3.20 LPA
93.	B.Tech-ME	KOPPANA SRINIVASU	CYIENT	2.80 LPA
94.	B.Tech-ME	KOPPISETTI ANIL KUMAR	VISION INDIA	2.26 LPA
95.	B.Tech-ME	KOSANAM SANDEEP KALYAN	FECUND SERVICES	3.50 LPA
96.	B.Tech-ME	KOTIPALLI VEERESH KUMAR	CADSYS	3.43 LPA
97.	B.Tech-ME	LINGAM SURESH	WIPRO	3.50 LPA
98.	B.Tech-ME	MANGA SATYANARAYANA	CADSYS	3.43 LPA
99.	B.Tech-ME	MEDDURU MURALI KRISHNA	ZELF STUDIE	6.00 LPA
100.	B.Tech-ME	MEDISETTI DEVI VINAY	CADSYS	3.43 LPA
101.	B.Tech-ME	NARLA SATHISH KUMAR	CLOVE TECHNOLOGIES	1.50 LPA
102.	B.Tech-ME	NIDRABINGI VEERA VENKATA LOVA RAJU	CLOVE TECHNOLOGIES	1.50 LPA
103.	B.Tech-ME	NUKA MOHANA RAO	BYJUS	7.00 LPA
104.	B.Tech-ME	PADALA RAVI KIRAN	MEDIAMINT	3.10 LPA
105.	B.Tech-ME	PADALA VEERA SURYA KANAKA DURGA REDDY	CADSYS	3.43 LPA
106.	B.Tech-ME	YEDLA GANESH BABU	BYJUS	7.00 LPA
107.	B.Tech-ME	PENDYALA PRADEEP	WIPRO	3.50 LPA
108.	B.Tech-ME	PENKE SRI SAI KUMAR	CADSYS	3.43 LPA
109.	B.Tech-ME	REDDY MANI KIRAN	INFOSYS	3.00 LPA
110.	B.Tech-ME	SHAIK AHAMADALI	WIPRO	3.50 LPA
111.	B.Tech-ME	SWAMIREDDY SRI TEERDHA GANGA SITA RAM	WIPRO	3.50 LPA
112.	B.Tech-ME	KARTHIK MOHAN THOTA	ACCENTURE	3.60 LPA
113.	B.Tech-ME	UNDAMATLA SRI CHAKRA ANJANA SAI	CAPGEMINI	4.00 LPA
114.	B.Tech-ME	UPPADA SURENDRA	CADSYS	3.43 LPA
115.	B.Tech-ME	VADRANAM GANESH KOTESWARA RAO	BYJUS	7.00 LPA
116.	B.Tech-ME	VATTIKUTI PAVAN VENKATA SATYA SRI CHARAN	TCS	3.36 LPA
117.	B.Tech-ME	YADALA TIRUMALA VENKATESH	CADSYS	3.43 LPA
118.	B.Tech-ME	YALLA SATISH	WIPRO	3.50 LPA

119.	B.Tech-ECE	CHARISHMA BALUSU	WIPRO	5.50 LPA
120.	B.Tech-ECE	SWATHI BATHULA	WIPRO	3.75 LPA
121.	B.Tech-ECE	GOPAL BHUSANI	WIPRO	3.75 LPA
122.	B.Tech-ECE	BODIREDDY SURENDRA	TECH MAHINDRA	3.25 LPA
123.	B.Tech-ECE	BONAM VENKATA SAI	COFORGE	4.25 LPA
124.	B.Tech-ECE	SRI DURGA CHANDRIKA BURRA	WIPRO	3.75 LPA
125.	B.Tech-ECE	CHEBOLU J R N S S PRUDHVI RAJ	SURYA TECH SOLUTIONS	2.40 LPA
126.	B.Tech-ECE	CHUNDRU SATWIKA	WIPRO	3.75 LPA
127.	B.Tech-ECE	DADI LAKSHMAN KUMAR	COFORGE	4.25 LPA
128.	B.Tech-ECE	DESINA LAVANYA	ZELF STUDIE	6.00 LPA
129.	B.Tech-ECE	GOLI VINOD KUMAR	VALUEMOMENTUM	4.00 LPA
130.	B.Tech-ECE	NEELIMA JAMMU	WIPRO	3.75 LPA
131.	B.Tech-ECE	K JHANSI ALEKYA	DELLOITE	5.60 LPA
132.	B.Tech-ECE	KANCHIPATI SRIKANTH	SURYA TECH SOLUTIONS	2.40 LPA
133.	B.Tech-ECE	GAYATHRI KANDALA	ZELF STUDIE	6.00 LPA
134.	B.Tech-ECE	MAMIDIPAKA ESWAR KALYAN	MPHASIS	4.00 LPA
135.	B.Tech-ECE	KONDAPALLI VEERA PRUDHVI RAJA	WIPRO	3.75 LPA
136.	B.Tech-ECE	KOSURI VENKATASURYASAIRAM	SURYA TECH SOLUTIONS	2.40 LPA
137.	B.Tech-ECE	KUSUMANCHI SRIKANTH	DXC TECHNOLOGY	4.00 LPA
138.	B.Tech-ECE	SRI PADMAJA MENDA	WIPRO	3.75 LPA
139.	B.Tech-ECE	NULU LAKSHMANA KUMAR	MAGIK MINDS	3.00 LPA
140.	B.Tech-ECE	SATYA GOPALA KRISHNA PABBINEEDI	DXC TECHNOLOGY	4.00 LPA
141.	B.Tech-ECE	PADALA NAGA LAKSHMI	WIPRO	3.75 LPA
142.	B.Tech-ECE	PALAPARTHI RAVI KRISHNA	ZELF STUDIE	6.00 LPA
143.	B.Tech-ECE	SRI ADILAKSHMI PALLELA	WIPRO	3.75 LPA
144.	B.Tech-ECE	PANDIRI VENKATA RAHUL	DXC TECHNOLOGY	4.00 LPA
145.	B.Tech-ECE	LAKSHMI PRIYA PATAMSETTI	DXC TECHNOLOGY	4.00 LPA
146.	B.Tech-ECE	TULASI SAI KIRAN	SURYA TECH SOLUTIONS	2.40 LPA
147.	B.Tech-ECE	PENDYALA RAMYA	DXC TECHNOLOGY	4.00 LPA
148.	B.Tech-ECE	PENETI PREMSAGAR	SURYA TECH SOLUTIONS	2.40 LPA
149.	B.Tech-ECE	PRATHIPATI ANANTA LAKSHMI	INFOSYS HACKWITHINFY	3.60 LPA
150.	B.Tech-ECE	PRATHIPATI LAKSHMI PRASANNA	DXC TECHNOLOGY	4.00 LPA
151.	B.Tech-ECE	DOMALA NAVEEN KUMAR	SURYA TECH SOLUTIONS	2.40 LPA
152.	B.Tech-ECE	NIHAR MANI THEJA PRODDUTURI	DXC TECHNOLOGY	4.00 LPA
153.	B.Tech-ECE	SUNKAVILLI MANUSHA	VALUEMOMENTUM	4.00 LPA
154.	B.Tech-ECE	UGGINA KUMAR VENKATA SURYA RAJU	DXC TECHNOLOGY	4.00 LPA
155.	B.Tech-ECE	NAGMA UGGIRALA	WIPRO	3.75 LPA
156.	B.Tech-ECE	SUMA YALLA	VALUEMOMENTUM	4.00 LPA
157.	B.Tech-ECE	ADAPA MAHESH RAGHAVA	WIPRO	3.75 LPA
158.	B.Tech-ECE	ATTILI RAMAKRISHNA VYSHNAV	DXC TECHNOLOGY	4.00 LPA
159.	B.Tech-ECE	SAINATH VEERA VENKATA DHARMA BATCHU	DXC TECHNOLOGY	4.00 LPA
160.	B.Tech-ECE	GANGA BHARATHI BIKKINA	DXC TECHNOLOGY	4.00 LPA
161.	B.Tech-ECE	BOGADA ESWARI MANI	MIRACLE SOFTWARE SYSTEMS	2.60 LPA
162.	B.Tech-ECE	CHELAMKURI VENKATA SAI SATYA ARCHANA	WIPRO	3.75 LPA

163.	B.Tech-ECE	ASHA MADHURI CHIKKAM	DXC TECHNOLOGY	4.00 LPA
164.	B.Tech-ECE	DESINA RAMYA SRI	WIPRO	3.75 LPA
165.	B.Tech-ECE	VENKATA SURYANARAYANA GIRAJALA	WIPRO	3.75 LPA
166.	B.Tech-ECE	GOGI ANUSHA	WIPRO	3.75 LPA
167.	B.Tech-ECE	SURESH KANDRILA	WIPRO	3.75 LPA
168.	B.Tech-ECE	KONDABATHULA SUNANDA DEVI	DXC TECHNOLOGY	4.00 LPA
169.	B.Tech-ECE	ANUSHA KARANAM	DXC TECHNOLOGY	4.00 LPA
170.	B.Tech-ECE	OM LAKSHMI NARASIMA JAYANTH KORLEPARA	WIPRO	3.75 LPA
171.	B.Tech-ECE	KORU SWETHA	WIPRO	3.75 LPA
172.	B.Tech-ECE	KARTHIK MEDIBOINA	TECHIGAI	6.00 LPA
173.	B.Tech-ECE	RENUKA	ATOS GLOBAL	3.10 LPA
174.	B.Tech-ECE	RAMYA MUTYALA	WIPRO	3.75 LPA
175.	B.Tech-ECE	NANDIGAM KRANTHI KUMAR	ZELF STUDIE	6.00 LPA
176.	B.Tech-ECE	OBINNI SINDHUJA	TECH MAHINDRA	3.25 LPA
177.	B.Tech-ECE	NAGA SURYA TEJASRI PANANGIPALLI	CAPGEMINI	4.00 LPA
178.	B.Tech-ECE*	PASALA JAYA LAKSHMI	ATOS GLOBAL*	3.10 LPA
179.	B.Tech-ECE	SRI VARSHITHA PULAGAM	VALUEMOMENTUM	4.00 LPA
180.	B.Tech-ECE	YUVASRILAKSHMI PUTTA	WIPRO	3.75 LPA
181.	B.Tech-ECE	RASAMSETTI CHARAN	ZELF STUDIE	6.00 LPA
182.	B.Tech-ECE	ESWAR REDDY SATTI	WIPRO	3.75 LPA
183.	B.Tech-ECE	TALARI NARASAMBIKA	COFORGE	4.25 LPA
184.	B.Tech-ECE	VAKKALANKA NAGA PUJITHA	INFOSYS	3.60 LPA
185.	B.Tech-ECE	UMAMAHESWARI VELAGALA	CAPGEMINI	4.00 LPA
186.	B.Tech-ECE	LAVANYA YALAMATI	DXC TECHNOLOGY	4.00 LPA
187.	B.Tech-ECE	BHANU SOWMYA ALLAKA	WIPRO	3.75 LPA
188.	B.Tech-ECE	ALLI SUNIL KUMAR	CAPGEMINI	4.00 LPA
189.	B.Tech-ECE	BALISSETTI SRAVANI	ZELF STUDIE	6.00 LPA
190.	B.Tech-ECE	BOGIREDDI CHANDRA DURGA	ZELF STUDIE	6.00 LPA
191.	B.Tech-ECE	DASARI SATYA SPANDANA	COFORGE	4.25 LPA
192.	B.Tech-ECE	DASARI VENKATA SAI RAM	ADP	6.00 LPA
193.	B.Tech-ECE	LAKSHMAN SANDEEP DHULIPUDI	TCS	3.36 LPA
194.	B.Tech-ECE	SAI SRUJANA GAMINI	DXC TECHNOLOGY	4.00 LPA
195.	B.Tech-ECE	KADARI MADHU VARMA	DXC TECHNOLOGY	4.00 LPA
196.	B.Tech-ECE	KANDULA VIMALA CHOWDARY	MIRACLE SOFTWARE SYSTEMS	2.60 LPA
197.	B.Tech-ECE	NAGA HAVISHA KILAPARTHI	DXC TECHNOLOGY	4.00 LPA
198.	B.Tech-ECE	KOLA SRAVANTHI	DXC TECHNOLOGY	4.00 LPA
199.	B.Tech-ECE	UPENDRA KOLLURI	ZELF STUDIE	6.00 LPA
200.	B.Tech-ECE	KRISHNASRIKANTH K	TECHIGAI	6.00 LPA
201.	B.Tech-ECE	KURUKURI SRUJANA	VALUEMOMENTUM	4.00 LPA
202.	B.Tech-ECE	MATUPARTHI MANOJ SAI	MAERSK	9.90 LPA
203.	B.Tech-ECE	MADDULA RAM MANOHAR SRI GOVINDA	TECH MAHINDRA	3.25 LPA
204.	B.Tech-ECE	MEESALA KALYANI LAKSHMI	WIPRO	3.75 LPA
205.	B.Tech-ECE	MELIMI BHANU CHAND	SURYA TECH SOLUTIONS	2.40 LPA
206.	B.Tech-ECE	OLETI VENKATA MALLESWARI	VALUEMOMENTUM	4.00 LPA
207.	B.Tech-ECE	BHUVANESWARI PALAKURTHI	DXC TECHNOLOGY	4.00 LPA
208.	B.Tech-ECE	PAVAN SATYA SRIDHAR AMIRISETTI	INFOSYS HACKWITHINFY	3.60 LPA
209.	B.Tech-ECE	DEVI ALEKHYA PERICHERLA	DXC TECHNOLOGY	4.00 LPA
210.	B.Tech-ECE	PINDI SATISH	SURYA TECH SOLUTIONS	2.40 LPA
211.	B.Tech-ECE	KISHORE PRATHIPATI	DXC TECHNOLOGY	4.00 LPA

212.	B.Tech-ECE	PUPPALA RAJESH	DXC TECHNOLOGY	4.00 LPA
213.	B.Tech-ECE	NAMRATHA RAVANAM	VALUEMOMENTUM	4.00 LPA
214.	B.Tech-ECE	SHEIK TANVEERUNNISA	DXC TECHNOLOGY	4.00 LPA
215.	B.Tech-ECE	SUTAR HARISH KUMAR	MPHASIS	4.00 LPA
216.	B.Tech-ECE	VASAMSETTI DATTA TRIPURA	QSPIDERS	1.50 LPA
217.	B.Tech-ECE	VASKURI ADI SAI SUBRAHMANYAM	TECH MAHINDRA	3.25 LPA
218.	B.Tech-ECE	VUTUKURU SRI CHANDANA	INFOSYS	3.60 LPA
219.	B.Tech-ECE	NETHI LAKSHMI VENKATARAMA GANAPATHI	SURYA TECH SOLUTIONS	2.40 LPA
220.	B.Tech-ECE	CHERUKURI VENKATA NAGA SAI MANI KIRAN	DXC TECHNOLOGY	4.00 LPA
221.	B.Tech-ECE	DONTAMSETTI SATISH	WIPRO	3.75 LPA
222.	B.Tech-ECE	LEKKALA DURGA PRASAD	SURYA TECH SOLUTIONS	3.00 LPA
223.	B.Tech-ECE	PONNAGANTI LCHVS ANIL KUMAR	WIPRO	3.75 LPA
224.	B.Tech-ECE	YADAPALLI ANUSHA DEVI	WIPRO	3.75 LPA
225.	B.Tech-ECE	AVIDI VENKATA SAI MANI CHAND	APISERO	5.10 LPA
226.	B.Tech-ECE	PEDDINTIBHATTARU SRI VENKATA JAGANNADH	TECH MAHINDRA	3.25 LPA
227.	B.Tech-ECE	KOPPULA SANDEEP REDDY	ZELF STUDIE	6.00 LPA
228.	B.Tech-ECE	KAKARAPALLI LALITHA	WIPRO	3.75 LPA
229.	B.Tech-ECE	YEDUKONDALU AKULA	WIPRO	3.75 LPA
230.	B.Tech-ECE	SIVA BHANUPRASAD AMJURI	ALTIMETRIK	7.00 LPA
231.	B.Tech-ECE	BODDU JANARDHANA VAMSI	TCS	3.36 LPA
232.	B.Tech-ECE	SAIKRISHNA GANGADHAR BONDA	WIPRO	3.75 LPA
233.	B.Tech-ECE	CHAPPAGADDA SRI LAKSHMI	WIPRO	6.50 LPA
234.	B.Tech-ECE	CHINTAKRINDA RANJITH KUMAR	DXC TECHNOLOGY	4.00 LPA
235.	B.Tech-ECE	DABBUGODLA SUJATHA	WIPRO	3.75 LPA
236.	B.Tech-ECE	RAMA KRISHNA GADDE	DXC TECHNOLOGY	4.00 LPA
237.	B.Tech-ECE	BHAVANI SHANKAR G	WIPRO	3.75 LPA
238.	B.Tech-ECE	KANALA MAHENDRANATH REDDY	WIPRO	3.75 LPA
239.	B.Tech-ECE	VIGHNESWARA KANAPARTHI	DXC TECHNOLOGY	4.00 LPA
240.	B.Tech-ECE	KANIGIRI RATNA KUMARI	CAPGEMINI	4.00 LPA
241.	B.Tech-ECE	KARRI SRINIVASA RAO	ATOS GLOBAL	3.10 LPA
242.	B.Tech-ECE	KODURI SUBRAHMANYAM	REVATURE	6.00 LPA
243.	B.Tech-ECE	KOLLAPU KARUNA JEEVAN	MIRACLE SOFTWARE SYSTEMS	2.60 LPA
244.	B.Tech-ECE	KONDAPALLI SRINIVASU	TECH MAHINDRA	3.25 LPA
245.	B.Tech-ECE	KOTCHERLA SHANMUKHA SAI GANESH ADINARAYANA	TECH MAHINDRA	3.25 LPA
246.	B.Tech-ECE	KOTHAGULLA ANIL	WIPRO	3.75 LPA
247.	B.Tech-ECE	SATYA KRISHNA KOVVURI	WIPRO	3.75 LPA
248.	B.Tech-ECE	ARUNKUMAR KUKKALA	CAPGEMINI	4.00 LPA
249.	B.Tech-ECE	MEDICHARLA VAMSI	WIPRO	3.75 LPA
250.	B.Tech-ECE	DEEPIKA AYANAMPUDI	QSPIDERS	1.50 LPA
251.	B.Tech-ECE	MALLIDI VEERA SIVA REDDY	QSPIDERS	1.50 LPA
252.	B.Tech-ECE	PATNALA UMA NAGA DEVI	TECH MAHINDRA	3.25 LPA
253.	B.Tech-ECE	LIKHIT SURYA	TCS	3.36 LPA
254.	B.Tech-ECE	PITTA SUNIL KUMAR	WIPRO	3.75 LPA
255.	B.Tech-ECE	KANDULA SWAMY	WIPRO	3.75 LPA
256.	B.Tech-ECE	SHANMUKHA SAI SANTOSH KUMAR	WIPRO	3.75 LPA
257.	B.Tech-ECE	SHEIK SAJID	ZELF STUDIE	6.00 LPA
258.	B.Tech-ECE	M S D MALLESWARI SODAGAM	DXC TECHNOLOGY	4.00 LPA
259.	B.Tech-ECE	YAMINI DEVI TEKU	WIPRO	3.75 LPA

260.	B.Tech-ECE	MAVISH THOTA	WIPRO	3.75 LPA
261.	B.Tech-ECE	THOTAKURA NAVYA	CAPGEMINI	4.00 LPA
262.	B.Tech-ECE	VASAMSETTI VEERA BHAVANI	TECH MAHINDRA	3.50 LPA
263.	B.Tech-ECE	DOMMETI VENKATA KEERTHI	TECH MAHINDRA	3.25 LPA
264.	B.Tech-ECE	KALYAN SATYANARAYANA CHINTHAMANENI	WIPRO	3.75 LPA
265.	B.Tech-CSE	AAKE VINAY KUMAR RAJA	CALSOFT	7.50 LPA
266.	B.Tech-CSE	ALLAPARTHI SUBHAKAR	WIPRO	3.75 LPA
267.	B.Tech-CSE	ANKANA THANUSHA JOYSHEE	COFORGE	4.25 LPA
268.	B.Tech-CSE	SRUJANA ARUBARIKA	PENTAGON SPACE	1.50 LPA
269.	B.Tech-CSE	GANESH BHARGAV BALIVADA	MAQ	7.00 LPA
270.	B.Tech-CSE	BATCHU SAI MANASA	MAERSK	9.90 LPA
271.	B.Tech-CSE	BITRA NOOKARAJU	INFOSYS	3.60 LPA
272.	B.Tech-CSE	RAJESH BUDDIGA	INNVENIO BUSINESS SOLUTION	6.00 LPA
273.	B.Tech-CSE	VENKATA CHIRANJEEVI SRI SAHITHI CHILAKAMARTHI	HARMAN	5.00 LPA
274.	B.Tech-CSE	JYOTHI SATHISH CHINTHA	CAPGEMINI	4.00 LPA
275.	B.Tech-CSE	CHODISETTI MAHALAKSHMI	WIPRO	3.75 LPA
276.	B.Tech-CSE	DHULIPUDI SOWMYA SREE	CALSOFT	7.50 LPA
277.	B.Tech-CSE	SATYA PRAKASH GADDE	DXC TECHNOLOGY	4.00 LPA
278.	B.Tech-CSE	SRIVARSHINI GARAPATI	WIPRO	3.75 LPA
279.	B.Tech-CSE	KANDUKURI SUDHEERA	DXC TECHNOLOGY	4.00 LPA
280.	B.Tech-CSE	PRASANTHI GOLI	DIGITALTRUST	5.20 LPA
281.	B.Tech-CSE	DEVI GOLUGURI	CALSOFT	7.50 LPA
282.	B.Tech-CSE	GUMMAPU GAGAN KUMAR	NINJA	3.36 LPA
283.	B.Tech-CSE	GOWRI DEVI KANITHI	WIPRO	3.75 LPA
284.	B.Tech-CSE	KORUVADA SUREKHA	ADP	5.00 LPA
285.	B.Tech-CSE	TEVITT SAI MAJJI	AMAZON	31.31LPA
286.	B.Tech-CSE	PURNA SUNTHA NURUKURTHI	WIPRO	3.75 LPA
287.	B.Tech-CSE	PENJERLA NAGAMANI SOWBHAGYA LAKSHMI SRAVYA	ATOS GLOBAL	3.10 LPA
288.	B.Tech-CSE	PEPAKAYALA SAI JAGADEESH	MAQ	7.00 LPA
289.	B.Tech-CSE	POLISETTY RAJENDRA	TECH MAHINDRA	3.25 LPA
290.	B.Tech-CSE	PUPPALA S V KRISHNA SHANMUKH	BYJU'S	10.00 LPA
291.	B.Tech-CSE	RANDHI DURGA PRANATHI	TECH MAHINDRA	3.25 LPA
292.	B.Tech-CSE	SANGISETTI SAI BHARGAVI	MPHASIS	4.00 LPA
293.	B.Tech-CSE	MADHAVI SATTIRAJU	DXC TECHNOLOGY	4.00 LPA
294.	B.Tech-CSE	LAKSHMI NARASIMHA RAO S	WIPRO	3.75 LPA
295.	B.Tech-CSE	VIKAS REDDY TADI	DXC TECHNOLOGY	4.00 LPA
296.	B.Tech-CSE	THOTAKURA HEMA MANI VARSITHA	VALUEMOMENTUM	4.00 LPA
297.	B.Tech-CSE	LAVANYA TUPAKULA	TAP ACADEMY	1.50 LPA
298.	B.Tech-CSE	AKKABATHULA SATYA VIJAYA PRAKASH KUMAR	DXC TECHNOLOGY	4.00 LPA
299.	B.Tech-CSE	ADABALA KANAKA SESA AMRUTHA	DXC TECHNOLOGY	4.00 LPA
300.	B.Tech-CSE	ALLA RAJASEKHAR REDDY	WIPRO	3.75 LPA
301.	B.Tech-CSE	ANUSURI SATYA LEELA KUMAR BABU	FIXITY TECHNOLOGIES	5.00 LPA
302.	B.Tech-CSE	BAGULA V S S SAI LAKSHMI CHAKRAVARTHI	HEXAVIEW	7.00 LPA
303.	B.Tech-CSE	VENKATA SRIRAM CHITIKENA	WIPRO	3.75 LPA
304.	B.Tech-CSE	MAHALAKSHMI CHOPPERLA	DXC TECHNOLOGY	4.00 LPA
305.	B.Tech-CSE	CHUNCHU VASU	CAPGEMINI	4.00 LPA
306.	B.Tech-CSE	RAVI CHANDRA DHARMIREDDY	DXC TECHNOLOGY	4.00 LPA
307.	B.Tech-CSE	NANDINIDWARAPUREDDI	MEDIAMINT	3.10 LPA

308.	B.Tech-CSE	ANUSHA ILLA	WIPRO	3.75 LPA
309.	B.Tech-CSE	SHINY INTI	DXC TECHNOLOGY	4.00 LPA
310.	B.Tech-CSE	JAGADEESH CHANDRA KAKARAPALLI	CAPGEMINI	4.00 LPA
311.	B.Tech-CSE	KILARI LAVANYA	WIPRO	3.75 LPA
312.	B.Tech-CSE	KODURU JAGADESH	MPHASIS	4.00 LPA
313.	B.Tech-CSE	BHANU VINAY MANOHAR REDDY KOOtha	NINJA	3.36 LPA
314.	B.Tech-CSE	KOPPISETTI SRINU	COFORGE	4.25 LPA
315.	B.Tech-CSE	MANIKANTA SATYA SUBBAREDDY KOVVURI	VALUE MOMENTUM	4.00 LPA
316.	B.Tech-CSE	MOGALI ARUNA	DXC TECHNOLOGY	4.00 LPA
317.	B.Tech-CSE	SUNDAR NEELAM	WIPRO	3.75 LPA
318.	B.Tech-CSE	ORUGANTI MALLIKA	ZELF STUDIE	6.00 LPA
319.	B.Tech-CSE	PAPPU VENKATA LAKSHMI SAI PRANATHI	DXC TECHNOLOGY	4.00 LPA
320.	B.Tech-CSE	PAPPULA SATISH	WIPRO	3.75 LPA
321.	B.Tech-CSE	SRINIVAS PATANA	CALSOFT	7.50 LPA
322.	B.Tech-CSE	PERABATHULA BHAVANA SAI	SYMPHONY RETAILAI	4.00 LPA
323.	B.Tech-CSE	SADE NAVALATHA	MPHASIS	4.00 LPA
324.	B.Tech-CSE	CHANDRA SEKHAR MAHIPAL REDDY TADI	WIPRO	3.75 LPA
325.	B.Tech-CSE	THOTA VENKAT	ZELF STUDIE	6.00 LPA
326.	B.Tech-CSE	VEERA PRASAD VALLEPU	NINJA	3.36 LPA
327.	B.Tech-CSE	LIKHITHA VANGALA	DXC TECHNOLOGY	4.00 LPA
328.	B.Tech-CSE	BHASKAR VATTIKUTI	DXC TECHNOLOGY	4.00 LPA
329.	B.Tech-CSE	YANDRA HEMA KIRAN	MIRACLE SOFTWARE SYSTEMS	2.46 LPA
330.	B.Tech-CSE	PHANEENDRA AMARADHI	CAPGEMINI	7.50 LPA
331.	B.Tech-CSE	VINAYKUMARREDDY BADE	WIPRO	3.75 LPA
332.	B.Tech-CSE	BOCCHULA GANDHI	MPHASIS	4.00 LPA
333.	B.Tech-CSE	DAGADAPPULA RUTHWIK PARATPARA RAO	HEXAWARE	5.00 LPA
334.	B.Tech-CSE	KARRIVEERA SATYA MADHAVI LATHA	WIPRO	3.75 LPA
335.	B.Tech-CSE	SAIMEENAKSHIKOLAPARTHI	MEDIAMINT	3.10 LPA
336.	B.Tech-CSE	NAMA RAMA SAI KIRAN	WIPRO	3.75 LPA
337.	B.Tech-CSE	NOOKARAJU PALAPARTHI	VAISHNAVI INFORMATION TECHNOLOGIES	4.00 LPA
338.	B.Tech-CSE	GORRELA VINAYA SANDHYA	ATOS GLOBAL	3.10 LPA
339.	B.Tech-PT	LAKSHMI SAI NARAYANA REDDY BETHIREDDY	LTI	5.00 LPA
340.	B.Tech-PT	KHAREEDU SRINIVASARAO	LTI	5.00 LPA
341.	B.Tech-PT	DHATHRI SARANYA MENTA	DXC TECHNOLOGY	4.00 LPA
342.	B.Tech-PT	PATHIVADA ANIL	LTI	5.00 LPA
343.	B.Tech-PT	RAJ KUMAR BHOGIREDDY	LTI	5.00 LPA
344.	B.Tech-PT	A.PRASANTHA VARMA	LTI	5.00 LPA
345.	B.Tech-PT	UDAY KIRAN ANUSURI	WIPRO	3.75 LPA
346.	B.Tech-PT	NAGAMUDI SATYA SAI DURGA	LTI	5.00 LPA
347.	B.Tech-PT	P.MANIKANTA	LTI	5.00 LPA
348.	B.Tech-PT	ULASI YUGA SATYA VARA PRASAD	LTI	5.00 LPA
349.	MBA	AKULA HARIKA	FIS	6.64 LPA
350.	MBA	CHEKKA KRISHNA KUMAR	AVANTIX TECHNOLOGIES	3.25 LPA
351.	MBA	DASARI SATISH	ICICI BANK	3.50 LPA
352.	MBA	DHATARAM ROHINI	ICICI BANK	3.50 LPA

353.	MBA	GADI PAVAN KUMAR	ICICI BANK	3.50 LPA
354.	MBA	VEERAVENI	FUNNL	1.80 LPA
355.	MBA	GURRALA SRIVENKATALAKSHMI	FUNNL	1.80 LPA
356.	MBA	KARRI MOUNICA	FUNNL	1.80 LPA
357.	MBA	KELLA DURGA NAGA JYOTHI	ICICI BANK	3.50 LPA
358.	MBA	KOTTI KAVYA	ICICI BANK	3.50 LPA
359.	MBA	AKSHA KURAPATI	FUNNL	1.80 LPA
360.	MBA	LAVETI MANASA	ICICI BANK	3.50 LPA
361.	MBA	M.VIJAYA LAKSHMI	ICICI BANK	3.50 LPA
362.	MBA	SAI KAMALAMBIKA MATHURTHI	SUTHERLAND	2.50 LPA
363.	MBA	SRI SURYA RAMA DEVI MATSA	FUNNL	1.80 LPA
364.	MBA	NARAHARISETTI ANJANI SAI VINAY LAKSHMI SRIJA	FUNNL	1.80 LPA
365.	MBA	NETI SARAN KUMAR	MUTHOOT GROUP	2.28 LPA
366.	MBA	O.SAI KRISHNA	PRINCETON IT SERVICES	2.40 LPA
367.	MBA	TEJASRI	AVANTIX TECHNOLOGIES	3.25 LPA
368.	MBA	P.GOPI	SUTHERLAND	2.50 LPA
369.	MBA	CHARAN TEJA	VIVO	4.50 LPA
370.	MBA	RUKMINI KALYANI PULAGAM	ICICI BANK	3.50 LPA
371.	MBA	PRAJGNA SRI VARSHA	ICICI BANK	3.50 LPA
372.	MBA	REDDY PAVAN KUMAR	ICICI BANK	3.50 LPA
373.	MBA	SATHI SATYA SANDEEP REDDY	SUTHERLAND	2.50 LPA
374.	MBA	SHAIK MOINSHAHIN	ICICI BANK	3.50 LPA
375.	MBA	SINGUMAHANATHI HARSHITHA	ICICI BANK	3.50 LPA
376.	MBA	TRIPURARI LAKSHMI NITISHA	ICICI BANK	3.50 LPA
377.	MBA	VALLURI VAMSI	ICICI PRUDENTIAL	4.15 LPA
378.	MBA	VASAMSETTI NEELIMA	FUNNL	1.80 LPA
379.	MBA	VINJAMURI SURYA NAGA LAKSHMI SUBHA SRI	FUNNL	1.80 LPA
380.	MBA	YAKKALA SRINIVAS	FUNNL	1.80 LPA



PRINCIPAL
PRINCIPAL

Aditya College of Engineering
SURAMPALEM - 533 437



ADDENDUM TO THE OFFER-CUM-APPOINTMENT LETTER

This Addendum ('Addendum') is entered into on this 07/04/2022 by and between:

Tevitt Sai Majji aged 20, Son of Ramarao Majji, resident of Flat no-502, Raghavendra Arcade, Pradeep Nagar, Sai baba temple road, Vizianagaram, Andhra Pradesh, India - 535004, (hereinafter referred to as 'Joiner' which expression shall, unless repugnant to the context or meaning thereof, be deemed to mean and include his successors in interest and assigns); AND

'ADCI HYD 13 SEZ' a private limited company incorporated under the provisions of the Companies Act

1956/2013 having its registered office at Amazon IT Services (India) Pvt Ltd, Sy No:115 part, Plot No

12P,13,14,15P, Financial District, Nanakramguda, Gachibowli, Serilingampalli, Hyderabad - 500032,

(hereinafter referred to as 'Amazon' which expression shall, unless repugnant to the context and meaning

thereof, be deemed to mean and include its successors in interest and permitted assigns).

The Joiner and Amazon are hereinafter collectively referred to as "Parties" and individually as "Party".

WHEREAS

- A. Amazon has offered, and the Joiner has accepted, an offer for employment by way of execution of an offer-cum-appointment letter dated 07/04/2022 wherein the Parties have agreed to the terms and conditions governing the Joiner's employment with Amazon ('Employment Agreement').
- B. This Addendum is executed between the Parties to amend certain provisions of the Employment Agreement, as set out in Section II below.

All capitalized terms, words and expressions not defined herein shall have their meaning ascribed to them in the Employment Agreement.

NOW THEREFORE, the Parties to this Addendum agree as follows:

I. TERM

This Addendum shall become effective from 07/04/2022 and shall be co-terminus with the Employment Agreement.

II. AMENDMENTS / ADDITIONS:

- 1) The following sub-clause (viii) is hereby added to Section 13 (Termination of Employment) after Section 13.2 (vii) of the Employment Agreement:

"(viii) violate the provisions of Section 16 (New Hire Background Investigation) of this letter."

- 2) The following paragraph is hereby added to Section 16 (New Hire Background Investigation) of the Employment Agreement, after the last sentence of the existing Section 16.3:

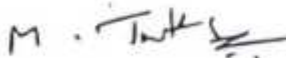
"You agree to submit to Amazon within 180 days of your joining a copy of your university/ college degree and other certificates or any other related documents as may be requested by Amazon. You agree and acknowledge that such documents are required to enable Amazon to perform requisite background investigation and your failure to submit such documents to Amazon (for any reason whatsoever) will entitle Amazon to take appropriate action against you, including termination of your employment with Amazon without notice."

III. MISCELLANEOUS

- 1) This Addendum shall form an integral part of the Employment Agreement. Save and except for the aforesaid, all other terms and conditions of the Employment Agreement shall remain in force and shall be binding on the Parties.
- 2) All the other terms and conditions of the Employment Agreement, including 'Governing Law and Jurisdiction' shall apply mutatis mutandis to this Addendum.

IN WITNESS WHEREOF, the Parties hereto have executed this Addendum on the date above written.

JOINEE



**For and on Behalf of
AMAZON**

Name: Tevitt Sai Majji
Title: Programmer Analyst

Name: ADCI HYD 13 SEZ

Joining Details

18MH1A0536 <18MH1A0536@acoe.edu.in>

Sat 09-07-2022 01:58 PM

To: veera prasad v <veeraprasad_cse@acoe.edu.in>

Hi Tevitt Sai

Greetings from Amazon!!

We are happy to inform you the below details related to your joining at Amazon.

We know that you likely have many questions related to your onboarding. Rest assured, the health of Amazon's employees, including those who will be starting with us soon, is our top priority. We are continuing to monitor the latest guidance from the CDC, WHO, as well as local, state, and federal governments, related to COVID-19. All corporate office employees who work in a role that can be done from home are recommended to do so until further notice. You can connect with your Hiring Manager to identify the return to office details.

Below are the details for your joining and the work location:

Start Date (mm/dd/yyyy)	07/04/2022
Team Name	CTT Support - Fixed
Hiring Manager Name	Sangam Sathigari
Hiring Manager Email	sangam@amazon.com
Work Location	Hyderabad
Work Location Building	HYD033 - Cora (Hyderabad India)

Once you have listed all mandatory documents required for onboarding here (Mandatory docs), you can contact us at studentconnect-apac@amazon.com for queries or concerns.

For BGV related queries please reach out to screening-svs-corp@amazon.com.

Thanks & Regards,

APAC Student Connect (APAC)

Candidate Services Recruiter | Student Programs APAC

E: studentconnect-apac@amazon.com


We're hiring! Check out opportunities for students at amazon.jobs/student-opportunities



MAERSK

Sai Manasa Batchu,

22nd June 2022

JL 2

Dear Sai,

With reference to your application and the subsequent interviews you had with us, we are pleased to confirm your appointment as **Associate Software Engineer** at **Job Level 2** with effect from **27th June 2022** subject to the following terms, conditions and the general rules of our Company:

1. Please refer to the attached annexure for details of your remuneration.
2. You will be placed on probation for a period of three months. This period will be extended if it is felt necessary to do so by another three months. During the probationary period, the Company shall be at liberty to terminate your employment without assigning any reason on giving fifteen days' notice or without any notice on payment of fifteen day's salary in lieu of notice. On the expiry of the probationary period, and subject to your services being found up to Company's expectations, you shall be confirmed as a permanent employee. In the absence of any communication confirming you, you shall be deemed to be confirmed on the expiry of the probationary period as aforesaid.
3. You will be eligible for coverage under the Company's Provident Fund, Gratuity Scheme as per Company's rules in force from time to time.
4. You shall be required to work initially at our **Global Service Centre at Bangalore**. The Company shall be entitled to direct or depute you to work in any other Department or Branch of the Company wherever situated in India or abroad, whether existing on the date hereof or which may exist in future and you shall comply with such direction. The Company will also be entitled to transfer your services to any subsidiary or affiliate of the Company whether existing or which may exist in future and which Company is generally regarded as part of the Maersk Group of Companies.
5. You shall accept such management decisions pertaining to Clause 4. Failure to adhere or refusal to comply with any order or instruction by the management as per Clause 4 shall be treated as a breach of employment contract.
6. After your confirmation in permanent service, the Company shall be entitled to terminate your employment at any time without assigning any reason either on giving two months' notice or without any notice on payment of two month's salary in lieu of notice.

MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT LTD

Ground Floor, Block 1, Milestone Buildcon SEZ, Bhartiya City
Thanisandra Main Road, Chokanahalli, Bangalore- 560064

Regd. Office : 4th & 5th Floor, Prudential Building, Central Avenue Road, Hiranandani Business Park, Powai,
Mumbai - 400 076. India. Phone : 91-22-6679 9999 Fax : 91-22-6679 9030/40 - www.maerskline.com

Corporate Identity Number (CIN) : U72900MH2003PTC143195

7. You shall, in the event of your resignation give the Company two months' notice of your intention to resign. The Company, however, reserves their right to accept your resignation with immediate effect or at any time during the notice period. In the event of any breach of this term, you shall have to compensate the company for the damages incurred.
8. You hereby agree that, while you are employed by Company and for one (1) year following the termination of your employment with Company, will not directly or indirectly solicit, attempt to solicit or interfere with any customer or supplier of Company in a manner that conflicts with or interferes in the business of Company as conducted with such customer or supplier.
9. You hereby represent and warrant to Company that you are not party to any written or oral agreement with any third party that would be conflicting to this Appointment or Confidentiality and Proprietary Information to perform your obligations hereunder and that you will not, by joining the Company, breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favor of any third party.
10. You are not permitted to divulge the contents of this Contract to any other third party.
11. You are to devote your entire working ability to **Maersk Global Services Centers (India) Pvt. Ltd.** and to exercise full discretion towards any third party in all matters concerning the Company, its business and policies, its Management and employees. It is understood that the rights to any EDP system/ Programs and all data and Information belong fully to the Company.
12. You should not divulge or utilize, except in the furtherance of the organization's business, any confidential information that comes to your knowledge in the course of your employment with the organization or its associates. The responsibility for keeping such information confidential applies not only to the period of employment but also thereafter.

As a condition of employment, you are requested to consider work done and information received during the course of employment as confidential. Violation of the IT security policy, Email and Internet policy will call for strict disciplinary action.
13. The retirement age is 60 years.
14. The Company Rules and Regulations will form part of your Contract of Employment, and your employment is conditional upon and subject to your acceptance of these as currently in force and as may be amended from time to time.

MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT LTD

Ground Floor, Block 1, Milestone Buildcon SEZ, Bhartiya City
Thanisandra Main Road, Chokanahalli, Bangalore- 560064

Regd. Office : 4th & 5th Floor, Prudential Building, Central Avenue Road, Hiranandani Business Park, Powai,
Mumbai - 400 076. India. Phone : 91-22-6679 9999 Fax : 91-22-6679 9030/40 - www.maerskline.com

Corporate Identity Number (CIN) : U72900MH2003PTC143195



MAERSK

15. Strict action will also be taken which may include immediate termination without any compensation or notice pay following:

- Employees implicated in Criminal cases, found to have committed an offence involving questionable integrity, moral turpitude
- any act subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, incurring excessive debts, commission of any act prejudicial to, or in conflict with the interests of the company
- Employees indulging in Substance abuse
- Employees indulging in Sexual harassment
- If any information furnished or declaration given by you regarding your employment to the Company is found to be false or any material information willfully suppressed, your appointment would be liable for termination without any notice or compensation.

16. The Company will require you to undergo a background check, which will be conducted by the Company or by any third party retained by the Company to perform the investigation. Your employment with the Company depends on successful clearance of the background check process. Upon your failure to successfully clear the background check process, the Company shall have the right to terminate your services without prior notice or any compensation in lieu of such notice and without being liable to pay any compensation for such termination. The decision of the Company in this regard shall be final and binding on you.

You are kindly requested to confirm your Agreement to the above terms and conditions, including the Company's rules and regulations, by signing and returning the duplicate of this Letter.

MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT LTD

Ground Floor, Block 1, Milestone Buildcon SEZ, Bhartiya City
Thanisandra Main Road, Chokanahalli, Bangalore- 560064

Regd. Office : 4th & 5th Floor, Prudential Building, Central Avenue Road, Hiranandani Business Park, Powai,
Mumbai - 400 076. India. Phone : 91-22-6679 9999 Fax : 91-22-6679 9030/40 - www.maerskline.com

Corporate Identity Number (CIN) : U72900MH2003PTC143195



MAERSK

We welcome you to our organization and trust that your association with us will be a happy and mutually rewarding one!

Yours faithfully,

for MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT. LTD.

Gautam Shetty

India Hiring Lead – India Recruitment

I confirm that I have read and understood the terms and conditions of the appointment letter. I agree and accept the above terms and conditions and the Company's rules and regulations.

Agree _____

Date _____

Sai Manasa Batchu

MAERSK GLOBAL SERVICE CENTRES (INDIA) PVT LTD

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Thanisandra Main Road, Chokanahalli, Bangalore- 560064

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Corporate Identity Number (CIN) : U72900MH2003PTC143195



Annexure

Name : Sai Manasa Batchu
Designation : Associate Software Engineer
Level : JL 2
Location : Bangalore
Date of Joining : 27th June 2022

Salary Components	INR p.m.	INR p.a.
Basic Salary	30,000	3,60,000
House Rent Allowance	15,000	1,80,000
Bonus Allowance	1,000	12,000
Conveyance Allowance	1,600	19,200
Other Allowance	22,357	2,68,284
Annual Fixed Salary	69,957	8,39,484
Provident Fund (12% of salary)	3,600	43,200
Annual Fixed Salary incl. PF	73,557	8,82,684
Gratuity (as per the Gratuity Act)	1,443	17,316
Annual Fixed Salary incl. retirals	75,000	9,00,000

You will also be eligible for bonus pay as per the company's Bonus Plan, your target incentive payout for the current year being **INR. 83,948**. The actual amount for disbursement may be higher or lower than target basis company's performance. The variable payout for employees who join in the middle of Performance Cycle would be pro-rated as per duration of service. The variable payout would only be made to employees on rolls of the organization on the date of actual disbursement. Please refer to the **Bonus Plan** document for further details.

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Corporate Identity Number (CIN) : U72900MH2003PTC143195



Offer: Computer Consultancy

Ref: TCSL/DT20218090075/Hyderabad

Date: 19/10/2021

Mr. Pavan Venkata Satya Sri Charan Vattikuti

28-4-66Pedhaveedhi,
Jampeta,
Rajahmundry-533103,
Andhra Pradesh.
Tel# 91-8374134598

Dear Pavan Venkata Satya Sri Charan Vattikuti,

Sub: Letter of Offer

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

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

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TCSL/DT20218090075

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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TATA CONSULTANCY SERVICES

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

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1. Basic Cover

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

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

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

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

*PAN Card (Permanent Account Number)

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*Passport

*NSR E-Card

21. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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

**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile
to validate the offer letter

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



GROSS SALARY SHEET

Annexure 1

Name	Pavan Venkata Satya Sri Charan Vattikuti
Designation	Assistant System Engineer-Trainee
Institute Name	Aditya College Of Engineering

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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TATA CONSULTANCY SERVICES

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

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



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-III) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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



20/12/2022

Nihar Mani Theja Prodduturi

Dear Nihar Mani Theja,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). 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 but not limited to 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 as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid 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 you 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.

Thanking You,
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Dec 21, 2022 14:30 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources



20/12/2022

Nihar Mani Theja Prodduturi
14-42/1, Ranga Swami Bazar
Jaggayyapeta, 521175
India

Dear Nihar Mani Theja,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 28/12/2022.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

Kindly note that considering the current pandemic situation, you are required to work from home. Once the situation normalizes, as determined by DXC, you would be required to report to any of DXC offices across the country based on information provided by your manager.

1.0 Salary

Your Annual Fixed Pay will be INR 400,000.00 per annum.

1.1 Basic Salary

You will be eligible for a Basic Salary which will be INR ₹ 180,000.00.

1.2. Flexible Benefit Plan (FBP):

You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

1.4. Gratuity:

You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.5 Insurance



The Company will provide Group Life Insurance, Personal Accident Insurance and Hospitalization Insurance Coverage for yourself. The annual premium will be borne by the Company and is over and above your Annual fixed pay, mentioned above. Your spouse and maximum up to 2 children will be covered as per Hospitalization Insurance Policy of the Company.

Additionally, if you come within the purview of the Employee State Insurance Act 1948, you will be eligible for coverage as per the said Act. Your share of contribution along with the company's share of contribution will be remitted, as per the said Act.

1.6 Leave

You are entitled for 15 days of annual Leave per annum as per the Company's leave policy. In addition you will be entitled to a maximum of 12 working days of sick-cum-casual leave per annum. You may utilize your leave as per the company policy.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1. Your job classification detail is as listed below:

Job Function: Technology Applications Group

Job Family: Software Engineering

Job Title (Internal): Associate Professional Software Engineer

Salary Grade: 51007431

2.2. Work Place

You are initially appointed to work in our office in Bangalore. You may be transferred or required to travel for the Company's business/training at the sole discretion of the Company.

2.3 Transfer

Though you have been engaged for a specific position, your services can be transferred by the company from one location to another, one department/entity to another. Your services can also be transferred to any of the company's subsidiary companies, associate companies, partners, affiliates etc. anywhere in India or abroad depending on the exigencies of business.

2.4 Retirement

You will retire from the services of the company on the last date of the month in which you reach the age of sixty. The date of birth as recorded at the time of employment will be reckoned for this purpose.

2.5 Notice for Separation/ Termination

- i. This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.
- ii. Your services can be terminated by either party by giving to the other, a notice of three months in writing (hereinafter referred to as 'Notice Period'). The Company however, reserves its right to terminate your employment with immediate effect by giving you Salary for three months in lieu of the Notice Period.
- iii. Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing. Your termination of employment without compliance with the Notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and /or claim damages equivalent to three month's Salary.

2.6 Conflict of Interest



Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.

2.7 Standards of Business Conduct

In addition to the Terms & Conditions contained herein above, your employment will be governed by the "Standards of Business Conduct" of the company. In case of violation of any of the Standards of Business Conduct your employment may be terminated with immediate effect.

2.8 General Conditions

- 1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business unit to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers
- 2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into, force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of its rules and regulations at any time to meet exigencies of business.
- 3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.
- 4) You will be covered by DXC Technology Employee's Intellectual Property Policy, the Company's Standards of Business Conduct and other policies, procedures and other rules as applicable from time to time.
- 5) The terms of the employment shall be governed by the laws of India and Courts in Bangalore shall have exclusive jurisdiction.
- 6) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance.

Thanking You,
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (Dec 21, 2022 14:30 GMT+5.5)

Lokendra Sethi

Vice President - Human Resources

I accept the above referred Pay and Benefits and the general terms and conditions of employment



P. Niharmanitheja

P.Niharmanitheja (Dec 21, 2022 14:53 GMT+5.5)

Nihar Mani Theja Prodduturi

Dec 21, 2022

Candidate Physical Signature (to be completed first day of work):

I accept the above referred Pay and Benefits and the general terms and conditions of employment

First Name Middle Name Last Name

Date

Place

Annexure II

Flexible Benefits Plan (FBP)

Job Family: Software Engineering

Title: Associate Professional Software Engineer

1 a. House Rent Allowance

Maximum Limit: 50% Of Annual Basic

Supporting Documents: Declaration & at least one receipt per quarter, as proof of rent, from landlord

1 b. Actual Rent paid towards Company Leased premises

Maximum Limit: 100% of Annual Basic

Supporting Documents: Lease Agreement

2. LTA once a year (LTA will be exempt if availed by the employee twice in a block of four calendar years. The calendar years currently applicable are 2018 to 2021.)

Maximum Limit: 20% of Annual Basic subject to a maximum of Rs. 200,000

Supporting Documents: Original Tickets /Boarding Pass and/or Cash Memos & Appropriate Leave

3. Children education allowance for maximum of 2 dependent children : (Per child per month Rs.100)

Maximum Limit: Rs. 2,400 per annum



- b) Q2 – July, August, September
- c) Q3 – October, November, December
- d) Q4 – January, February, March

Any unutilized amount in the kitty as on 31st March will be paid along with the April salary and tax recovered appropriately.

5. In the event of separation of an employee from the services of the company, only pro-rata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.

6. The company will recover tax from the salary every month as per the tax laws in force in respect of benefits selected by the employee.

7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.

Mandatory Documents List

You are required to submit the following documents, prior to your Joining Date. These documents will be verified with originals and hence, please make sure to bring the originals with you.

Please note

- 1. Originals are required only for verification and will be returned back immediately
- 2. Please carry a printout of this letter when submitting the joining documents.
- 3. Please carry a copy of your 'Annualized Compensation & Benefits statement' along with the Terms and Conditions of your Offer Letter when submitting the joining documents.

1 Relieving letter from previous employer

Original Required for Verification: Yes

No. of Copies: Two

2 Letters supporting Employment viz., Offer letter, Service Certificate

Original Required for Verification: Yes

No of Copies: Two

3 Salary details of previous Employment

Original Required for Verification: Yes

No. of Copies: Two

4 Education Certificates or Mark sheets with Provisional Certificates 10th to Highest Degree

Original Required for Verification: Yes

No of Copies: Two

5 Copy of PAN card/Application ID for PAN card applied

Original Required for Verification: No

No. of Copies: One



Supporting Documentation: Declaration and submission of receipts

4. Children's Hostel Allowance for maximum of 2 dependent children (in case children are in a hostel):
(Per child per month Rs.300)

Maximum Limit: Rs. 7,200 per annum

Supporting Documentation: Declaration and submission of receipts

5. Food Coupon Vouchers (Such vouchers are to be used for food expenses incurred at hotels/ restaurants during the course of the workday)

Maximum Limit: Rs.26,400

Supporting Documentation: As per program guidelines

6. Statutory Bonus – For those earning basic salary up to Rs. 21,000/-pm, statutory bonus is paid towards payment of bonus, payable under the Payment of Bonus Act, 1965.

7. Transport Allowance – Balance of the above items paid with the Salary after appropriate tax deductions at the end of the year

8. Telephone Reimbursement: Telephone and/or Broadband expenses up to INR 1,500 per month

Maximum Limit: INR 18,000 per annum

Supporting Documentation: Declaration and submission of receipts

* Employees are liable to provide proof in the event of an evaluation by Income tax authorities.

Guidelines governing Flexible Benefits Plan (FBP)

1. Employees will be eligible to select a package of benefits for one year from the menu of benefits annexed to this scheme. The selection of benefits must be done and communicated to the Payroll group. All new employees are expected to do the same within two weeks of joining the company.

2. The year for the purpose of this plan will be 1st April to 31st March.

3. The menu of benefits finalized cannot be changed by the employee during the period of that financial year. Exception to this will be made under following circumstances.

- a) Transfer of the employee from one city to another.
- b) Change of grade/level.
- c) Change of residential accommodation.
- d) Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children and parents

4. While selection of the menu of benefits and spending the same, the employee must ensure that he/she should not draw more than:

- a) 25% of the annual kitty in Q1
- b) 25% of the annual kitty in Q2 & balance of Q1, if any
- c) 25% of the annual kitty in Q3 & balance of Q1, Q2, if any
- d) 25% of the annual kitty in Q4 & balance of Q1,Q2,Q3, if any

For the purposes of the plan, the quarters will be as follows:

- a) Q1 – April, May, June



6 Age Proof Copy of Passport or Pan card or Driving license

Original Required for Verification: No

No. of Copies: One

7 Photo identity proof Copy of PAN Card or Passport or Driving license

Original Required for Verification: No

No of Copies: One

8 Address Proof to open bank account for salary credit Copy of Rental Agreement or Driving license or Voter's ID If you want to give Bangalore address for all communication in Citibank account form, please bring a copy of address proof that has your name

Original Required for Verification: Yes

No of Copies: One

9 Four passport size color photographs. Please note that 1 passport size photograph should specifically have a Navy Blue background. It is standard as per Company policy. No other types of photographs would be accepted.

Original Required for Verification: Yes

No of Copies: Four

10 NSR Registration Number

11 Note down your parents' dates of birth for nomination in PF, Gratuity

Agreement Regarding Confidential Information and Proprietary Developments India

Nihar Mani Theja Prodduturi

1. Consideration and Relationship to Employment. As a condition of my employment with DXC or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

2. Confidential Information. This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (hereinafter "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

- (a) to use such information only in the performance of Company duties;
- (b) to hold such information in confidence and trust; and
- (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company. I



further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

3. Proprietary Developments. This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (hereinafter called "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

- (a) to disclose them promptly to Company;
- (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;
- (c) to assign any right of recovery for past damages to Company; and
- (d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense. I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.

4. Respect for Rights of Former Employers. I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. Work Product. The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. Company Property. I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. Protective Covenants. I acknowledge that a simple agreement not to disclose or use Company's Confidential Information or Proprietary Developments after my employment by Company ends would be inadequate, standing alone, to protect Company's legitimate business interests because some activities by a former employee who had held a position like mine would, by their nature,



compromise such Confidential Information and Proprietary Developments as well as the goodwill and customer relationships that Company will pay me to develop for Company during my employment by Company. I recognize that activities that violate Company's rights in this regard, whether or not intentional, are often undetectable by Company until it is too late to obtain any effective remedy, and that such activities will cause irreparable injury to Company. To prevent this kind of irreparable harm and to protect Company's trade secrets, I agree that during my employment and for a period of twelve months following the end of my employment with Company, I will abide by the following Protective Covenants:

(a) **No Solicitation of Customers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with or accepting any order from any customer of Company for the benefit of a Competing Line of Business if I either had business-related contact with that customer or received Confidential Information about that customer in the last two years of my employment at Company;

(b) **No Solicitation of Company Employees.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with an Company Employee for the purpose of persuading or helping the Company Employee to end or reduce his or her employment relationship with Company if I either worked with that Company Employee or received Confidential Information about that Company Employee in the last two years of my employment with Company; and

(c) **No Solicitation of Company Suppliers.** I will not (in person or through assistance to others) knowingly participate in soliciting or communicating with an Company Supplier for the purpose of persuading or helping the Company Supplier to end or modify to Company's detriment an existing business relationship with Company if I either worked with that Company Supplier or received Confidential Information about that Company Supplier in the last two years of my employment with Company. As used here, "Competing Line of Business" includes a business that involves a product or service offered or to be offered by anyone other than Company that would replace or compete with any product or service offered or to be offered by Company or its related corporations (unless Company and its related corporations are no longer engaged in or planning to engage in that line of business). "Company Employee" means an individual employed by or retained as a consultant to Company or its related corporations. "Company Supplier" means an individual, corporation, other business entity or separately operated business unit of an entity that regularly provides goods or services to Company or its related corporations, including without limitation any OEM, ODM or subcontractor.

8. Enforcement. I make these agreements to avoid any future dispute between myself and Company regarding specific restrictions on my post-employment conduct that will be reasonable, necessary and enforceable to protect Company's Confidential Information and Proprietary Developments and other legitimate business interests. The Protective Covenants are ancillary to the other terms of this Agreement and my employment relationship with Company. This Agreement benefits both me and Company because, among other things, it provides finality and predictability for both me and the company regarding enforceable boundaries on my future conduct. Accordingly, I agree that this Agreement and the restrictions in it should be enforced under common law rules favoring the enforcement of such agreements. For these reasons, I agree that I will not pursue any legal action to set aside or avoid application of the Protective Covenants. This Agreement will survive the end of my employment with Company and shall, likewise, continue to apply and be valid notwithstanding any change in my duties, responsibilities, position, or title.

9. Relief; Extension. I understand that if I violate this Agreement (particularly the Protective Covenants), Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply. If I am found to have violated any restrictions in the Protective Covenants, then the time period for such restrictions will be extended by one day for each day that I am found to have violated them, up to a maximum extension equal to the time period originally prescribed for the restrictions.



10. Severability; Authority for Revision; Assignment; Governing Law. The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement, including but not limited to the Protective Covenants, may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

11. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

Lokendra Sethi

Lokendra Sethi (Dec 21, 2022 14:30 GMT+5.5)

Lokendra Sethi

Vice President - Human Resources

FOR Employee

Name : Nihar Mani Theja Prodduturi



P. Niharmanithoja
P.Niharmanithoja [Dec 21, 2022 14:53 GMT+5.30]

Date : Dec 21, 2022



APPOINTMENT LETTER

July 11, 2022

Dear chappagadda sri laxmi,

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. The retirement age is 58 years.
- c. 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.
- d. 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.
- e. 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.
- f. 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 relevant criteria.

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 atleast 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall be liable to pay to the Company liquidated damages of upto Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving three months' notice. 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 policyclearinghouse@wipro.com.

ANNEXURE II**PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I, chappagadda sri laxmi confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- 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: chappagadda sri laxmi

Career Group: Group B1

Position: Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	18,340
HRA	9,170
Bonus	3,500
Wipro Benefits Plan (WBP)	8,757
Total Fixed Cash	39,767
PF (Employer Contribution)	2,201
Gratuity (5.31% of Basic)	974
Total Fixed Compensation	42,942
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	2,292
Target Cost to Company per month	45,834
Total Cost to Company per annum	5,50,008

You shall be eligible to receive a onetime "cash bonus" of INR. 100,000 after one year from the Date of appointment. Additionally, after one year from the date of appointment the Bonus amount shall be merged with your regular salary stack effective 1st of the month subsequent to the month of your Date of appointment. The amount will be distributed amongst different existing salary components in accordance with the company policy in this regard.

*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

- c. Medical assistance of Rs. 15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2 lacs 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 2022-23.

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:

- 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
- 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**

- 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.
- 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

- 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.
- 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:
 - 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.
- 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.
- 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.

Skill Preferences 1 : [DAAI -Cloud & Digital Database](#)

Location Preferences 1 : [Hyderabad](#)

Skill Preferences 2 : [DAAI -Decision Science](#)

Location Preferences 2 : [Hyderabad](#)

Skill Preferences 3 : [CIS - Data Centre](#)

Location Preferences 3 : [Hyderabad](#)

☒ Accept

☐ Decline

☒ **Signature** [chappagadda sri laxmi](#) 11/7/2022 9:42 PM

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

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