



Date: 27-SEP-2022

LETTER OF INTENT TO OFFER

Dear Mr. Krishna Satya,

With reference to your participation in "Nala Robotics Campus Recruitment Drive" we are pleased to inform you that you have been selected as an "Assistant Engineer" and would be working from our R&D Center in Hyderabad.

Your gross annual remuneration (CTC) will be 10,00,000 (Rupees Ten Lakhs Only) Per Annum out of which 9,00,000 will be your fixed CTC and 1,00,000 will be your variable pay. Please refer to the details of the salary break-up in Annexure A.

You are requested to complete your joining formalities by submitting all the required documents at the time of joining.

The offer letter is the intent of making an employment proposition and will be deemed concluded only upon the issuance of the appointment letter as well as on submission of all documents.

Welcome aboard! We look forward you to joining our organization.

Yours truly,
For NALA Robotics

Balaji Koneru
General Manager

Plot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037
www.nalarobotics.com


Training & Placement Officer
DVR & Dr HS MIC College of Technology



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Yours truly,
For NALA Robotics

A handwritten signature in black ink, appearing to read "Balaji Koneru". The signature is written in a cursive, flowing style.

Balaji Koneru
General Manager

Plot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037
www.nalarobotics.com



Date: 27-SEP-2022

LETTER OF INTENT TO OFFER

Dear Ms. Deepika Talluri,

With reference to your participation in "Nala Robotics Campus Recruitment Drive" we are pleased to inform you that you have been selected as an "Assistant Engineer" and would be working from our R&D Center in Hyderabad.

Your gross annual remuneration (CTC) will be 7,00,000 (Rupees Seven Lakhs Only) Per Annum out of which 6,30,000 will be your fixed CTC and 70,000 will be your variable pay. Please refer to the details of the salary break-up in Annexure A.

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Balaji Koneru
General Manager



Yours truly,
For NALA Robotics

ROBOTS
NALA

ROBOTICS
NALA

Date: 27-SEP-2022

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General Manager

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Date: 27-SEP-2022

LETTER OF INTENT TO OFFER

Dear Ms. Kavya Bolla,

With reference to your participation in "Nala Robotics Campus Recruitment Drive" we are pleased to inform you that you have been selected as an "Assistant Engineer" and would be working from our R&D Center in Hyderabad.

Your gross annual remuneration (CTC) will be 10,00,000 (Rupees Ten Lakhs Only) Per Annum out of which 9,00,000 will be your fixed CTC and 1,00,000 will be your variable pay. Please refer to the details of the salary break-up in Annexure A.

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General Manager

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www.nalarobotics.com

Date: 27-SEP-2022

LETTER OF INTENT TO OFFER

Dear Ms. Shaik Afreen Fathima,

With reference to your participation in "Nala Robotics Campus Recruitment Drive" we are pleased to inform you that you have been selected as an "Assistant Engineer" and would be working from our R&D Center in Hyderabad.

Your gross annual remuneration (CTC) will be 4,00,000 (Rupees Four Lakhs Only) Per Annum out of which 3,60,000 will be your fixed CTC and 40,000 will be your variable pay. Please refer to the details of the salary break-up in Annexure A.

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www.nalarobotics.com



19H71A0453

Date: 27-SEP-2022

LETTER OF INTENT TO OFFER

Dear Ms. Venkata Sri Pramathi Neddunuri,

With reference to your participation in "Nala Robotics Campus Recruitment Drive" we are pleased to inform you that you have been selected as an "Assistant Engineer" and would be working from our R&D Center in Hyderabad.

Your gross annual remuneration (CTC) will be 7,00,000 (Rupees Seven Lakhs Only) Per Annum out of which 6,30,000 will be your fixed CTC and 70,000 will be your variable pay. Please refer to the details of the salary break-up in Annexure A.

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Training & Placement Officer
DVR & Dr HS MIC College of Technology

ANNEXURE A

Name of the Employee: **VENKATA SRI PRANATHI NEDUNURI**
 Designation: "Assistant Engineer"
 Annual CTC: 7,00,000

CTC	Components in Salary	Percentage	Per month	Per annum
	Basic Salary	50%	26250	315000
	HRA		13125	157500
	Conveyance		1600	19200
	Medical Allowance		1250	15000
	Special Allowances		10275	123300
	Variable pay			70000
	PF Contribution		3600	43200
	ESI Contribution		0	0
	Professional Tax		200	2400
	Income Tax		0	0
	Total Deductions (PF + ESI + PT)		3800	45600
	Net Salary (Gross-Total deductions)		48700	584400
	Gross Salary		52500	630000
	Variable pay			70000

Yours truly,
 For NOLA Robotics



Balaji Koneru
 General Manager

Plot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037.
 www.nalarobotics.com



Date: 27-SEP-2022

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For NALA Robotics

Belaji Koneru
General Manager

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www.nalarobotics.com



TNP MIC College <tnp@mictech.ac.in>

458

Fwd: Byjus || Selection for InsideSales Hyderabad SSP Onboarding

1 message

458 Abdulla Sayad <abdullaabdullasyedd@gmail.com>
To: tnp@mictech.ac.in

Sat, Jun 24, 2023 at 12:00 PM

----- Forwarded message -----
From: 458 Abdulla Sayad <abdullaabdullasyedd@gmail.com>
Date: Sat, 24 Jun, 2023, 11:58 am
Subject: Fwd: Byjus || Selection for InsideSales Hyderabad SSP Onboarding
To: <tnp@mictech.ac.in>

----- Forwarded message -----
From: madhan.p@byjus.com <madhan.p@byjus.com>
Date: Fri, 23 Jun, 2023, 8:55 pm
Subject: Byjus || Selection for InsideSales Hyderabad SSP Onboarding
To: <abdullaabdullasyedd@gmail.com>



Dear Candidate,

We are delighted to inform you of your successful completion of Byju's workshop (sales grooming and development program).

The next step in your journey is to participate in an office tour followed by 3.5 weeks of on-the-job training. During this period, you will receive a stipend of 10,000/-

Upon successful completion of the three weeks of on-the-job training, you will be offered the role of Business Development Associate (BDA). Initially, your salary for the first three months will be 16000, and starting from the fourth month, your annual package will be 4 LPA + 3 LPA (incentives).

Furthermore, an additional amount of 18000 will be rewarded if and only if you achieve 2 valid sales and 6 valid completion during the on-the-job training period (three weeks).

REFERENCE ID	CANDIDATE NAME	Offer Type	College Name
DT20223131431	Likitha Vootla	Ninja	DVR & Dr. HS MIC College of Technology
DT20229858961	Yeswanth Kollipara	Ninja	DVR & Dr. HS MIC College of Technology
DT20229867521	Yamini Kagitha	Ninja	DVR & Dr. HS MIC College of Technology
DT20229783912	Sailaja Bachu	Ninja	DVR & Dr. HS MIC College of Technology
DT20229754624	Krishna Sathya Nandigama	Ninja	DVR & Dr. HS MIC College of Technology
DT20229750178	Nagavarshitha Sonti	Ninja	DVR & Dr. HS MIC College of Technology
DT20221007097	Sraya Pulipati	Ninja	DVR & Dr. HS MIC College of Technology
DT20222841266	Sameera Shaik	Ninja	DVR & Dr. HS MIC College of Technology
DT20222999646	Meghana Morampudi	Ninja	DVR & Dr. HS MIC College of Technology
DT20222951251	Sudheshna Kondapalli	Ninja	DVR & Dr. HS MIC College of Technology
DT20222872577	Harshini Adusumilli	Ninja	DVR & Dr. HS MIC College of Technology
DT20223019737	Manikanta Bolem	Ninja	DVR & Dr. HS MIC College of Technology
DT20222927731	Supraja Nomula	Ninja	DVR & Dr. HS MIC College of Technology
DT20229933213	Satyakiran Parasaram	Ninja	DVR & Dr. HS MIC College of Technology
DT20229953876	Manikanta Chervu	Ninja	DVR & Dr. HS MIC College of Technology
DT20223154761	Hemasri Tummalala	Ninja	DVR & Dr. HS MIC College of Technology
DT20223170005	Kavya Javadi	Ninja	DVR & Dr. HS MIC College of Technology
DT20223041040	Kavya Appalabhaktula	Ninja	DVR & Dr. HS MIC College of Technology
DT20223139801	Ramya Makkalla	Ninja	DVR & Dr. HS MIC College of Technology
DT20223117838	Som Sekhar Burada	Ninja	DVR & Dr. HS MIC College of Technology
DT20223170830	Omkar Annavarapu	Ninja	DVR & Dr. HS MIC College of Technology
DT20223079988	Yaswitha Karasala	Ninja	DVR & Dr. HS MIC College of Technology
DT20223074587	Sahithi Bandla	Ninja	DVR & Dr. HS MIC College of Technology
DT20223098238	Kumar Babu Manda	Ninja	DVR & Dr. HS MIC College of Technology
DT20223057242	Aditya Chepuri	Ninja	DVR & Dr. HS MIC College of Technology
DT20223103740	Venneela Uppuri	Ninja	DVR & Dr. HS MIC College of Technology
DT20223094067	Akanksha Gadde	Ninja	DVR & Dr. HS MIC College of Technology
DT20223048001	Greeshma Peddi	Ninja	DVR & Dr. HS MIC College of Technology
DT20229736013	Kandru Kiran	Ninja	DVR & Dr. HS MIC College of Technology
DT20223249278	Maanasa Ventrapragada	Ninja	DVR & Dr. HS MIC College of Technology
DT20229937013	Durga Prasad Tankasala	Ninja	DVR & Dr. HS MIC College of Technology
DT20229858869	Kavya Malapati	Ninja	DVR & Dr. HS MIC College of Technology
DT20229784684	Mohith Vasamsetti	Ninja	DVR & Dr. HS MIC College of Technology
DT20229762213	Nanda Kishore Balla	Ninja	DVR & Dr. HS MIC College of Technology
DT20229753925	Krishna Yarrapothu	Ninja	DVR & Dr. HS MIC College of Technology
DT20207502611	Likith Sai Bikkina	Ninja	DVR & Dr. HS MIC College of Technology
DT20229936404	Charitha Dama	Ninja	DVR & Dr. HS MIC College of Technology
DT20222888052	Anitha Garnepudi	Ninja	DVR & Dr. HS MIC College of Technology
DT20222880139	Kavya Makkapati	Ninja	DVR & Dr. HS MIC College of Technology
DT20222975046	Nagulmeera Shaik	Ninja	DVR & Dr. HS MIC College of Technology
DT20222970864	Mahesh Kamineni	Ninja	DVR & Dr. HS MIC College of Technology
DT20222942920	Ganesh Samunuri	Ninja	DVR & Dr. HS MIC College of Technology
DT20222878615	Gowtham Bandaru	Ninja	DVR & Dr. HS MIC College of Technology
DT20222984799	Gopikrishna Sure	Ninja	DVR & Dr. HS MIC College of Technology
DT20222905664	Ritheesh Kalavala	Ninja	DVR & Dr. HS MIC College of Technology
DT20222975078	Lakshmi Surtsetti	Ninja	DVR & Dr. HS MIC College of Technology



Offer: Computer Consultancy
Ref: TCSL/DT20229755711/Hyderabad
Date: 21/12/2022

Ms. Rushika Jonnakuti
76-8/6-5/4 Gudivada Ramarao Street,
Bhavanipuram,
Vijayawada-520012,
Andhra Pradesh.
Te# 91-8555062940

Dear Rushika Jonnakuti,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer in Grade C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

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

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

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

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TCSL/DT20229755711

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: Miral Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Services: 1800 209 3111 Email: careers@tcs.com

1

Training & Placement Officer

DVR & Dr HS MIC College of Technology



Offer: Computer Consultancy
Ref: TCSL/DT20222933213/Hyderabad
Date: 18/04/2023

Mr. Satyakiran Parasaram

3-4Ramalayam,

Beside Ramalayam,

Tenali-522308,

Andhra Pradesh.

Tel# 91-9908302945

Dear Satyakiran Parasaram,

Sub: Letter of Offer

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

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

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

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Tel: 91 40 5667 2000 Fax: 91 40 5667 2222 Website: www.tcs.com
Registered Office: 9th Floor, Marham, Plot, Mumbai 400 021
TCS Careers Service: 1800 209 3111 Email: careers@tcs.com

Offer: Computer Consultancy
Ref: TCSL/DT20222878615/Hyderabad
Date: 24/11/2022

Mr. Gowtham Sai Bandaru
16-9-9 Vijayawadajoseph Street,
Vikram Hotel,
Vijayawada-520003,
Andhra Pradesh.
Tel# 91-9912042192

Dear Gowtham Sai Bandaru,

Sub: Letter of Offer

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

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

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

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

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TCSL/DT20222878615

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Registered Office: 9th Floor, Hartman Point, Mumbai
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

Training & Placement Office

DVR & Dr HS MIC College of Technology



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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.

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TCS Careers ServiceLine: 1800 209 311 | Email: careers@tcs.com





PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the 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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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

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



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 dependents 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.

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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 GPA 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

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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, falling 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.

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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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

I. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

II. Your failure to comply with this clause will entail monetary payment of damages to TCSL as may be determined by TCSL at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL and business continuity.

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 Sriankan 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,

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- 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 TCS) 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.

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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 A 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. A background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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(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.



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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**Girish V. Nandimath
Global Head Talent Acquisition & AIP**

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

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



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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

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
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/Retrals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retrals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Table 1: Compensation Details (All Components in INR)

Name	Gowtham Sai Bandaru
Designation	Assistant System Engineer-Trainee
Institute Name	Dvr & Dr. Hs Mic College Of Technology

Annexure 1

GROSS SALARY SHEET





Annexure 2

<p>Ahmedabad TCS XP HR Lead Garma Park, IT/ITES SEZ, Plot # 41, Tata Consultancy Services, Gandhinagar - 382007</p>	<p>BUBANESHWAR TCS XP HR Lead Training Lab Venue:-Barabati, ITC Block, Ground Floor, Tata Consultancy Services, Barabati, ITC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>
<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabaliapuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>	<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Instignia, Gurgaon Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>
<p>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</p>	<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigaitya Badsah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>
<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>	<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042</p>
<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - 11F/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Lords Auditorium, 2nd floor, Wanderers Building, Delta Park -</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantre Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Maharashtra 400606</p>
<p>PUNE TCS XP HR Lead Tata Consultancy Services, Pite No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjawadi Phase III, Pune - 411057, Maharashtra</p>	<p>MANGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihim-SEZ, Nagpur, Telhara, Maharashtra 441108,</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Karhyavattom P.O., Trivandrum - 695581, India</p>	



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 thereto 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.

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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, 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 filing 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 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 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, 1996 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 or 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.



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Tata Consultancy Services Limited
Deccanpark, No.1 Software Units Layout, Madhapur, Hyderabad 500 081 India
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Registered Office: Niltal 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 caterias. 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.



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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 dependents 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.

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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 XIth, 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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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, falling 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 and any other applicable related

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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 :

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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 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 A 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. A 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

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GROSS SALARY SHEET

Annexure 1

Name	Lakshmi Madhuri Surtsetti
Designation	Assistant System Engineer-Trainee
Institute Name	Dvr & Dr. Hs Mic College Of Technology

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		
Gratuity	1,774	21,289
Total of Annual Components & Retirals	711	8,533
TOTAL GROSS	27,415	3,36,877
Xplore/Learning Incentive****		Upto 50,000

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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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, computer programs, narrations, methods, drawings, computations, calculations, computer programs, flow charts and all documentation therefor 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.



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 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.

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(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.



(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.

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Offer: Computer Consultancy
Ref: TCSL/D120223057242/Hyderabad
Date: 24/11/2022

Mr. Aditya Sai Akhil Chepuri
24-27-22Vinayaka Temple Street,
Durgapuram,
Vijayawada Urban-520003,
Andhra Pradesh.
Tel# -8801604282

Dear Aditya Sai Akhil Chepuri,

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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Training & Placement Officer
DVR & Dr HS MIC College of Technology

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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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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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

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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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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

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*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

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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.

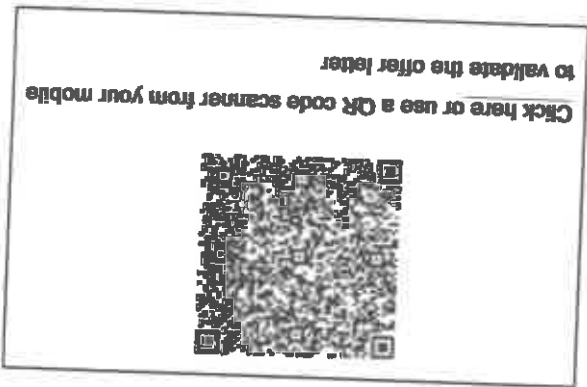
We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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



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Annexure 2

<p>Bangalore Tata Consultancy Services, TCS XP HR Lead Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100 Karnataka</p>	<p>BUBANESHWAR TCS XP HR Lead Gandhinagar - 382007 Garma Park, IT/ITES SEZ, Plot # 41, Tata Consultancy Services, TCS XP HR Lead</p>
<p>Chennai Tata Consultancy Services, TCS XP HR Lead 415/21-24, Kumaran Nagar, Old Mahaballipuram Rd, TNMB, Sholingalur, Chennai, Tamil Nadu 600119</p>	<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>
<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th Floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramnuda, Hyderabad</p>	<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insights, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>
<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Espace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords</p>	<p>KOCHI TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariye Badshah & Bada Bangarda, Tehsil Hatyol, Indore - 452018, Madhya Pradesh</p>
<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Vantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Maharashtra 400606 PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057 Maharashtra</p>	<p>INDORE TCS XP HR Lead Tata Consultancy Services, 781006, Assam 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam</p>
<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Kakkanad, Kerala 682042 NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-SEZ, Nagpur, Telhara, Maharashtra 441106, Trivandrum</p>	<p>INDORE TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042</p>
<p>TRIVANDRUM TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India</p>	



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, 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 filing 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.



(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 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.

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(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.

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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 &

Sub: Letter of Offer

Dear Hemasri Tummalala,

Ms. Hemasri Tummalala

6-22 Padamata Bazar,

Padamata Bazar,

Muppalla-521183,

Andhara Pradesh.

Te# 91-7569669350

Date: 24/11/2022
Ref: TCSL/DT20223154761/Hyderabad
Offer: Computer Consultancy



19#1A0464

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 caterers. 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.

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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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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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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 dependents 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.

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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 XIth, 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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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.

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

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8. Alternative Occupation / Employment
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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 and any other applicable related

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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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

I. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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

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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 :

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*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 in spite 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

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GROSS SALARY SHEET

Annexure 1

Name	Hemasri Tummala
Designation	Assistant System Engineer-Trainee
Institute Name	Dvr & Dr. He Mic College Of Technology

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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Annexure 2

<p>Almedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007</p>	<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue -Bhubair, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBARI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>
<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100 Karnataka</p>	<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASR Instania, Gurgaon - Faridabad Road, Gawal Pahani, Gurgaon - 122003, Haryana</p>
<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabaleswaram Rd, TMHB, Sholingnallur, Chennai, Tamil Nadu 600119</p>	<p>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</p>
<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Manakamguda, Hyderabad</p>	<p>INDORE TCS XP HR Lead Tata Consultancy Services, 781006, Assam 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati -</p>
<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - 11F/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Lords Auritorium, 2nd floor, Wanderers Building, Delta Park -</p>	<p>KOCHI TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigairya Baddish & Bada Bangarda, Tekstil Hated, Indore - 452018, Madhya Pradesh</p>
<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantre Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>	<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Kakkanad, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042</p>
<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057 Maharashtra</p>	<p>TRIVENDRUM TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Karayattom P.O., Trivendrum - 695581, India</p>

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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 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, 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 filling and / or prosecuting any such applications. Associate hereby expressly waives any "artists 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.

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(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.



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

Offer: Computer Consultancy
Ref: TCSL/DT20223170005/Hyderabad
Date: 24/11/2022

Ms. Kavya Sri Jawadi
11-64/3Nava Bharath Colony,
Andhra Bank Road,
Vijayawada-521180,
Andhra Pradesh.
Tel#-9866944279
Dear Kavya Sri Jawadi,

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 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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Deccanpark, Plot: Software Exits Layout, Madhapur, Hyderabad-500 081, India
TATA Consultancy Services Limited
Training & Placement Officer
DVR & Dr HS MIC College of Technology



191140428

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.

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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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



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 dependents 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.

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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 XIth, 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/arrars/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

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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

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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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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

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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 :

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*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 in spite 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

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same shall be communicated on internal portal/Uttimatix.



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 A 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. A 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

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TCS Career Services: 1800 209 3111 Email: careers@tcs.com



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

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

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





GROSS SALARY SHEET

Annexure 1

Name	Kavya Sri Javadi
Designation	Assistant System Engineer-Trainee
Institute Name	Dvr & Dr. Hs Mic College Of Technology

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/Retrals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retrals	2,485	37,222
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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<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garma Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007</p>	<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue- Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>
<p>Chennai TCS XP HR Lead Tata Consultancy Services, 41S/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>	<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, A5F Insignia, Gurgaon - Faridabad Road, Gawal Pahar, Gurgaon - 122003, Harjana</p>
<p>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</p>	<p>Guwahati TCS XP HR Lead Tata Consultancy Services, Sth Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam</p>
<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>	<p>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</p>
<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - 11F/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Lords Auditorium, 2nd Floor, Wanderers Building, Delta Park -</p>	<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042</p>
<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantre Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>	<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-SEZ, Nagpur, Telhara, Maharashtra 441108,</p>
<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase II, Pune - 411057, Maharashtra</p>	<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Karayattom P.O. Trivandrum - 695581, India</p>



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 thereto 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, 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 filing 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 "artists 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 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 or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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TCSL/DT20223170005

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Discorporate No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6657 2000 Fax: 91 40 6657 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

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

(f) The obligations of 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.



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19471AD481



Offer: Computer Consultancy
Ref: TCSL/DT20222975046/Hyderabad
Date: 24/11/2022

Mr. Naglimeera Shaik

4-44Muslim Bazar,
Near Anjineya Swami Temple, Muslim Bazar,
Jaggayya Peta-521190,

Andhrapradesh,
Tel# 91-9705647446

Dear Naglimeera Shaik,

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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Training & Placement Officer
DVR & Dr HS MIC College of Technology

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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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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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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 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

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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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCSL as may be determined by TCSL at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL and business continuity.

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

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TATA CONSULTANCY SERVICES





*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

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



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.

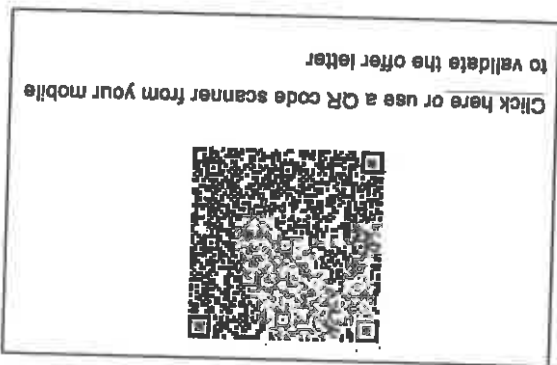
We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

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



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Annexure 2

<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kurnaran Nagar, Old Mahabaleshpuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>Bhubaneswar TCS XP HR Lead Tata Consultancy Services, Training Lab Venues-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>DELHI - Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Ins'gnia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haraina</p>
<p>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</p>	<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781009, Assam</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigraha Gadsah & Bada Bangarda, Tehsil Madhya Pradesh</p>	<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042</p>
<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharen Road Number 2, TCS Approach Rd Thane West, Thane, Maharashtra 400606</p>	<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Milhan-Seq, Nagpur, Telhara, Maharashtra 441108,</p>
<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057 Maharashtra</p>	<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyattom P.O. Trivandrum - 695581, India</p>

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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, 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 filing 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 "artists rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

(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.





(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.

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

19H7HA0493



Offer: Computer Consultancy
Ref: TCSL/DT20222906564/Hyderabad
Date: 24/11/2022

Mr. Rithesh Reddy Kalavala
4-134/8Datta Kalyanamandapam Road,
Water Tank,
Vijayawada-521225,
Andhra Pradesh.
Tel# 91-8885275313
Dear Rithesh Reddy Kalavala,

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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Training & Placement Officer
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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.

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HIS offers the following benefits:

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Decorpark, 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: Nilmal Building, 9th Floor, Naraina Point, Mumbai, 400 021
TCS Career's ServiceLine: 1800 209 3111 Email: careers@tcs.com



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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

1. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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

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*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

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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

**Girish V. Nandimath
Global Head Talent Acquisition & AIP**

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



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<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100 Karnataka</p>	<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Gandhinagar - 382007 Garima Park, IT/ITES SEZ, Plot # 41,</p>
<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TMB, Sholinganallur, Chennai, Tamil Nadu 600119</p>	<p>DELHI - Gurgaon TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:- Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>
<p>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</p>	<p>DELHI - Gurgaon TCS XP HR Lead Tata Consultancy Services, Faridabad Road, Gawal Bahari, Gurgaon - 122003, Hariana</p>
<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>	<p>INDORE TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006 Assam</p>
<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd floor, plot - 115/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd floor, Wanderers Building, Drake Park - Lords</p>	<p>KOCHI TCS XP HR Lead Tata Consultancy Services, 11/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigstya Badsah & Bada Bangarda, Tehsil Madhya Pradesh Hatod, Indore - 452018,</p>
<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantre Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>	<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihir-SEZ, Nagpur, Telhara, Maharashtra 441108, Tthandrum</p>
<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinewadi Phase III, Pune - 411057, Maharashtra</p>	<p>Tthandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Karjvatom P.O., Tthandrum - 695581, India</p>



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.



(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.

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(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.



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TCS Careers ServiceLine: 1800 209 311 | Email: careers@tcs.com

Offer: Computer Consultancy

Ref: TCSL/DT20223094067/Hyderabad

Date: 24/11/2022

Ms. Akanksha Gadde

2-100Near Bridge,

Kandulapadu,

Vijaywada-521229,

Andhra Pradesh.

Tel# -

Dear Akanksha Gadde,

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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TCS Career Services: 1500 209 3111 Email: careers@tcs.com

Training & Placement Officer
DVR & Dr HS MIC College of Technology

19/11/2022



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.

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4BS



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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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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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 dependents 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.

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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 XIth, 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

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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, falling 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 and any other applicable related

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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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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

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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 unfavorable 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 Sriankan 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 :

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



*There is no criminal offence registered/registered/registered 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 in spite 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

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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 A 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. A 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

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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

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



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GROSS SALARY SHEET

Annexure 1

Name	Akanaksha Gadde
Designation	Assistant System Engineer-Trainee
Institute Name	Dvr & Dr. Hs Mic College Of Technology

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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Annexure 2

<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabaleshpuram Rd, TMB, Sholinganallur, Chennai, Tamil Nadu 600119</p>	<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venues-Barambat, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Goyal Pahari, Gurgaon - 122003 Haryana Gurubhati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, D'ispur, Guwahat - 781006, Assam</p>	<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigriya Badsah & Bada Bangarda, Tarsi Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042 NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-SEZ, Nagpur, Telhara, Maharashtra 441108,</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Vandri Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinewadi Phase II, Pune - 411057, Maharashtra</p>	<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Karyavattom P.O., Trivandrum - 695581, India</p>
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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, 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 or 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.



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



191471A0402

Offer: Computer Consultancy
Ref: TCSL/DT20229937013/Hyderabad
Date: 24/11/2022

Mr. Durga Prasad Tankasala
2-189Library Center,
Chirravuru,
Guntur-522303,
Andhra Pradesh.
Tel#-6303566624

Dear Durga Prasad Tankasala,

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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Registered Office: Nirmal Building, 9th Floor, Madhvan Forum, Madhwal 400 021
TCS Careers Service/Email: 800 209 311 | Email: careers@tcs.com

Training & Placement Officer
OVR & DR HS MIC College of Technology

19-405



Offer: Computer Consultancy
Ref: TCSL/DT20223019737/Hyderabad
Date: 24/11/2022

Mr. Manikanta Bolem

5-33/1abus Station,

Water Plant,

Kanchikacherla-521180,

Andhra Pradesh.

Te# -9494859987

Dear Manikanta Bolem,

Sub: Letter of Offer

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

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

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

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TCS Careers: www.tcs.com Email: careers@tcs.com

Training & Placement Officer
DVR & Dr HS MIC College of Technology

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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay out made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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



19-4-05



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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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: 1500 209 311 | Email: careers@tcs.com

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, falling 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.

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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 Sriankan 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,

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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 A 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. A background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.



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**



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

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Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/TES SEZ, Plot # 41, Gandhi Nagar - 382007</p>	<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/TES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>
<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumanaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganagar, Chennai, Tamil Nadu 600119</p>	<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Faridabad Road, Gawal Pahar, Gurgaon - 122003, Haryana</p>
<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309 UP</p>	<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam</p>
<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nankramguda, Hyderabad</p>	<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/TES SEZ, scheme No. 151 & 169-B, Super Corridor, Village Tigarha Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>
<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - 11F/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords</p>	<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042</p>
<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yatra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>	<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mithan-Seq, Nagpur, Telhara, Maharashtra 441108,</p>
<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEQ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra</p>	<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kanyavatom P.O, Trivandrum - 695581, India</p>

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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, 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.

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(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.



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(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.

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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 &

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.

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.

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 **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

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.

Sub: Letter of Offer

Dear Sahithi Bandla,

Tel# 91-9676477979

Andhra Pradesh.

Vijayawada-521180,

Sachivalayam,

1-71, Gottumukkala, Kanchikacherla(Mandal)Opposite To Sachivalayam,

Ms. Sahithi Bandla

Date: 24/11/2022

Ref: TCSL/DT20223074587/Hyderabad

Offer: Computer Consultancy



1911140479

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.

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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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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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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 dependents 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.

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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 GPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard 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/GPA 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, falling 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 and any other applicable related

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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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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

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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 Sriankan 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 :

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*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 in spite 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

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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 A 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. A 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

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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

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



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GROSS SALARY SHEET

Annexure 1

Name	Sahithi Bandla
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	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



Annexure 2

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

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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 filing 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.

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(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.

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(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.



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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.

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

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.

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

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.

Sub: Letter of Offer

Dear Sameera Suhel Shaik,
Ms. Sameera Suhel Shaik
Baba Apartment, Door No: 205Masjid Street,
West Ibrahimpatnam, Koturu,
Vijayawada-521456,
Andhra Pradesh.
Tel# 91-8977661971

Offer: Computer Consultancy
Ref: TCSL/DT20222841266/Hyderabad
Date: 24/11/2022



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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.

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Tata Consultancy Services Limited

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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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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

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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 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

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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, falling 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.

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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 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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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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 Sriankan 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,

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- 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 in spite 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.

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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 A 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. A background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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(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.

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
 Global Head Talent Acquisition & AIP

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



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GROSS SALARY SHEET

Annexure 1

Name	Sameera Suhel Shaik
Designation	Assistant System Engineer-Trainee
Institute Name	Dvr & Dr. Hs Mic College Of Technology

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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Annexure 2

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



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, 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 filing 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.

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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.



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201175A0407



Offer: Computer Consultancy
Ref: TCSL/DT20222984799/Hyderabad
Date: 24/11/2022

Mr. Gopikrishna Sure
4-136 Lakshmi Puram Krishna District, Chandhtha Padu Mandal, AP Ramalayam Center,
Gudimetta,
Vijaywada-521182,
Andhra Pradesh.
Tel# 91-9640338767
Dear Gopikrishna Sure,

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 Infrastructure Services (IS) 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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Training & Placement Officer
DVR & Dr HS MIC College of Technology

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.

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Shreyas



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 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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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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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.

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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 XIth, 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

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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 and any other applicable related

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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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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

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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 Sriankan 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 :

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Decapark, No 1 Software Units 1st, 2nd, 3rd Floor, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office: Niramal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3711 Email: careers@tcs.com

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

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.

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 in spite 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.

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.

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.

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

In addition to the above original documents, Please carry Xerox copies of the below documents
The original documents will be returned to you after verification.

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

*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university



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 A 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. A 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 overseers 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

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TCS Career Services: 1800 209 3111 Email: careers@tcs.com



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. Nandlmath
Global Head Talent Acquisition & AIP

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



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GROSS SALARY SHEET

Annexure 1

Name	Gopikrishna Sure
Designation	Assistant System Engineer-Trainee
Institute Name	DVr & Dr. Hs Mic College Of Technology

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/Retrals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retrals	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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<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007</p>	<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barbed, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBARI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>
<p>DELHI - Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Knsigna, Gurgaon - Faridabad Road, Gawai Pahari, Gurgaon - 122003, Haryana</p>	<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam</p>
<p>DELHI - Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nankarnguda, Hyderabad</p>
<p>DELHI - Noida TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - 11F/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead TCS centre, Infopark Road Infopark Campus, Infopark, Kalkanda, Kerala 682042</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinewadi Phase III, Pune - 411057 Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Karyavattom P.O, Trivandrum - 695581, India</p>	



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, computer programs, narrations, methods, drawings, computations, calculations, computer programs, 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, 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 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 filing 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.

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



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 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.

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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.



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20H75A0410



Offer: Computer Consultancy
Ref: TCSL/DT20223041040/Hyderabad
Date: 24/11/2022

Ms. Kavya Appalabhaktula
29-28-82 Darari Varli Street,
Opp Hmtv,
Vijayawada-520010,
Andhra Pradesh.
Tel# -

Dear Kavya Appalabhaktula,

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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Training & Placement Officer

DVR & Dr HS MIC College of Technology

2.3 The Employee shall devote all his business time, attention and energies to the Business.
 2.4 The Employee agrees that he will, at all times, while performing services for the Company, devote his reasonable best efforts, skill and ability and shall perform his responsibilities in a competent and professional manner.
 2.5 The Employee further agrees that during the term of this Agreement, he shall not render commercial or professional services of whatsoever nature to any person or organization, whether or not, for pecuniary gain.
 2.6 The Employee agrees and undertakes that during the term of this Agreement, he shall not hold any position (whether directly or indirectly, for profit or not) in any company, organization, entities, partnership and/or joint venture without the prior written consent of the Company.
 2.7 The Employee agrees to abide by the rules, regulations, human resource manual, stock option scheme, personnel policies and other policies of the Company and any change thereof which may be adopted by the Company from time to time ("HR Manual").

3. Compensation and Benefits.

3.1 The Employee shall be entitled to the following compensations and benefits as given below:
 3.1.1 Remuneration: The Employee shall be entitled to the remuneration as set out in detail in SCHEDULE 1 annexed hereto.

3.2 **Reimbursement of Expenses.** Upon presentation of supporting documentation as may be reasonably satisfactory to the Company, the Company may as per the its policies, reimburse all business-related expenses incurred by the Employee in the performance of his duties hereunder, including, without limitation, those incurred in connection with business-related travel, boarding and lodging, telecommunications and entertainment in accordance with Company's policy in this regard.
 3.3 **Withholding & Taxation.** The Remuneration (cost-to-company) paid to the Employee hereunder shall be subject to applicable taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable Law. Any tax liability arising in respect of payments made pursuant to the Agreement or income earned by the Employee while the Agreement is in effect shall be borne solely by the Employee. The Company shall only be responsible for withholding taxes from the payments made to the Employee pursuant to the Agreement and payment thereof to the credit of the government in accordance with the Income Tax Act, 1961.

3.4 **Leaves and benefits:** Subject to the applicable laws, the Employee shall be eligible for certain leaves such as casual leaves, sick leaves etc. The terms and conditions for such leaves is governed by the HR Manual of the Company and the Company reserves the right to modify the terms of such HR Manual without any consent of the Employee.

3.5 **Relocation Reimbursement Benefits:** Company shall reimburse as per norms for the expenses he/she and his/her family incur in relocating to the metropolitan area as required by the job in accordance with Company's Relocation Plan and/or as otherwise agreed by Company. In the event that Employee's employment is terminated within one year following the joining date (i) by Employee or (ii) by the Company, Employee shall and hereby does agree to repay the Company in full for the Relocation Reimbursement done by the company.

3.6 **Joining Bonus Benefits:** If employee shall be entitled to receive a joining bonus, the joining Bonus will be paid no later than 30 days following the joining Date. In the event that Employee's employment is terminated within one year following the joining date (i) by Employee or (ii) by the Company, Employee shall and hereby does agree to repay the Company in full for the joining Bonus.

4. Term of the Agreement.

4.1. The Parties acknowledge that Employee's employment with the Company commenced on Effective Date and agree that it will continue unless terminated by either Party in accordance with the provisions of this Agreement ("Term"); Provided, however, that the employee agrees to serve the company for a minimum period of 3 months from the effective date.

6. **Effective Date of Termination.** Notwithstanding anything in this Agreement, the termination of the Employee's services pursuant to this Agreement shall be effective:

- 6.1. 30 (thirty) days after the Company delivers to the Employee written notice of his termination by reason of the Employee's having become disabled as per Clause 5.2 above;
- 6.2. immediately upon the delivery of written notice to the Employee by the Company of his termination with Cause as per Clause 5.1;
- 6.3. the last working day of the Employee, where Employee delivers to the Company written notice of his resignation in accordance only with Clause 5.3 above. The Employee agrees that during such notice period Employee shall continue to perform his regular duties and will assist the Company. Further the Employee shall be relieved from his duties only after he hands over the Company's property and comply with the terms of full and final settlement policy.
- 6.4. the date mentioned in the termination notice issued by the Company, with respect to event occurred as per Clause 5.4 and 5.5 above.

7. Effect of Termination

7.1. **Effect of termination before the expiry of training Period:** If the employment of the Employees is terminated by the Company before the expiry of the training Period, the Employee shall receive only unpaid salary with respect to the number of days worked by the Employee. For the purpose of clarification, the Company shall not give severance package/salary to the Employee.

7.2. **Effect of termination before the expiry of Minimum Term:** If the Employee violates the Clause 4.1 of this Agreement i.e., Employee terminates this Agreement before the completion of Minimum Term, Employees agrees for the following:-

7.2.1 Shall pay a cost of training of INR 25,000/- immediately; and

7.2.2 the Employee shall finish all the exit formalities as per the human resources policies/manual of the Company. The Company shall upon receipt of payment of Liquidated Damages, shall relieve the Employee from the duties, within 30 days from the date of payment of Liquidated Damages.

It is hereby clarified that, in the event, if the Employee fails to comply with the conditions mentioned in clause 7.2.1, and 7.2.1, he shall be known as bad leaver ("Bad Leaver") the Company shall have a right to receive from the Employee such Liquidated Damages and unliquidated damages, as it may deem fit. Notwithstanding anything contained in this Agreement, upon an Employee becoming a Bad Leaver (including where the Employee's services are terminated for Cause), the Company shall be entitled to all remedies that may be available to it under applicable law.

7.3. **Effect of termination due to Absconding:** If the Employee is absconded, as stipulated under Clause 5.5 of this Agreement, the Company shall have a right to receive from the Employee such damages, as it may deem fit. Notwithstanding anything contained in this Agreement, the Company shall be entitled to all remedies that may be available to it under applicable law

8. Non-Disclosure of Confidential or Proprietary Information.

8.1. The Employee acknowledges that during the course of rendering services and performing his other duties under this Agreement, he will have and / or has had access to information about the Company and / or its Affiliates or otherwise in its possession and that his services with the Company shall bring him into close contact with many confidential affairs of the Company and / or its Affiliates, including without limitation, information regarding the following:

- 8.1.1. management methods and operating techniques;
- 8.1.2. sales, advertising and marketing methods;
- 8.1.3. business and training techniques, manuals and procedures;

10.1. The Employee undertakes that without prejudice to any other duty implied by law, he shall not, either directly or through his Affiliates, during the Non-Compete Period, either personally or through an agent, company or through a partnership or as a shareholder of a private company or a public unlisted company, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or in any other manner whatsoever, whether for profit or otherwise:

10.1.1. be concerned or interested in any business in any manner whatsoever that directly or indirectly competes with the Business or any business in which the Company engages or plans to engage in at the time of termination of the employment of the Employee ("Competing Business");

10.1.2. be concerned in any business in any manner whatsoever that directly or indirectly competes with the business in which such Employee is materially involved as an employee of the Company after the Effective Date;

10.1.3. except on behalf of the Company, canvas or solicit business or customers for services similar to those being provided by the Company from any Person who is a customer of the Company;

10.1.4. induce or attempt to induce any customer/client of the Company to cease to be a customer/client, or to restrict or vary the terms of the contract to, the Company or otherwise interfere with the relationship between such a customer/client and the Company (save and except actions taken during the course of his employment with the Company in exercise of his power and authority as an employee of the Company and in, what he reasonably believes to be, in the interest of the Company);

10.1.5. he shall not, directly or indirectly, including by assisting others, solicit, recruit, induce or attempt to persuade (a) any Person then engaged by the Company as an employee, officer or director or so engaged within the preceding 12 month(s) period ("Existing Employee") to leave the employment of the Company; or (b) encourage any consultant, vendor or customer to reduce the quantum of business they do with the Company. It is clarified that the Employee shall be deemed to have breached and failed to comply with the provisions of this Clause 10.1.4 if the Employee directly or indirectly as an officer or director of another organization or otherwise, employ, engage or retain, an Existing Employee, if such employment or engagement arose on account of any act of the Employee.

10.2. The Parties recognize that the foregoing covenants in this Clause 10 and the time and other limitations with respect thereto, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Company, and agree that such limitations are reasonable with respect to the business of the Company.

10.3. The Employee acknowledges and agrees that the compensation paid to him under this Agreement (as set out in Clause 3 above) along with the mutual agreements, covenants, representations and warranties set forth in this Agreement and that the restrictions contained in this clause are considered reasonable for the legitimate protection of the Business and goodwill of the Company. However, in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this clause valid and effective.

10.4. The Employee acknowledges and agrees that the covenants and obligations with respect to non-competition and non-solicitation as set forth above shall not be construed to be a restraint of trade against the Employee and relate to special, unique and extraordinary matters, and that a violation of

14. **Indemnities.** The Employee, at all times during the course of his employment in the Company (and even after the termination of this Agreement with respect to the terms contained herein) agrees to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company actually suffers or incurs as a direct result of acts or omissions of the Employee during the course of employment.

15. **Deductions.** The Employee agrees and acknowledges that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from the Employee's salary, or final settlement, any outstanding loans, advances or overpayments.

16. **Entire Agreement; Termination of Prior Agreements.** This Agreement and the agreements and documents referred to herein contain the entire understanding of the Employee and the Company with respect to the services to be rendered by the Employee to the Company and supersede any and all prior understandings, written or oral, between the Employee and the Company and between the Employee and any Affiliate or predecessor of the Company. Any such prior understandings or agreements are hereby terminated and are of no further force and effect. This Agreement may not be amended, waived, discharged or terminated orally, but only by an instrument in writing, specifically identified as an amendment to this Agreement, and signed by the Employee and a duly authorized officer of the Company. By entering into this Agreement, the Employee certifies and acknowledges that he has carefully read all of the provisions of this Agreement and the rules and regulations of the Company and that he voluntarily and knowingly enters into this Agreement.

17. **Severability.** If any provision of this Agreement or the application thereof to any Person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any law or regulation or government policy or any amendment thereof, the remainder of this Agreement and the application of such provision to Persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the unenforceable provision.

18. **Governing Law.** This Agreement shall be governed by and construed in accordance with the laws of the Republic of India without regard to applicable conflicts of laws principles. The courts in Hyderabad shall have the exclusive jurisdiction in relation to all matters arising out of this Agreement.


19. Notices.

Any notice or other communication hereunder must be given in writing and either (a) delivered in person; (b) transmitted by facsimile, provided that any notice so given is also mailed as provided in clause (c); or (c) mailed, postage prepaid, as follows:

Company	Sai Rahul Varma G CEO & Director Edupolis Education Technology Private Limited, Address: Unschool, S2, CRESENT TOWERS, PLOT-1018 PRAGATHI NAGAR, ABOVE KARUR VYSYA BANK, HYDERABAD, TG 500090 IN Email: rahul@unschool.in
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IN WITNESS WHEREOF, EACH OF THE PARTIES HERETO HAS CAUSED THIS AGREEMENT TO BE DULY EXECUTED AND DELIVERED UNDER SEAL, BY ITS AUTHORIZED OFFICERS OR INDIVIDUALLY, AS OF THE DATE FIRST ABOVE WRITTEN.

- 22.3 Salary for the training period i.e. 1st month will be held as training cost and released along with the 2nd month salary to the Employee.
- 22. Full time Employment.
- 22.1 The full time employment will start from the 4th Month.

<p>EMPLOYEE:</p>	<p>Name: Kavya Appalabhaktula</p>
<p>COMPANY:</p>	<p>Name: Rahul Varma Title: CEO, Edupolis Education Technology Pvt. Ltd.(Unschool)</p> 

Refer below for the split-up of the salary structure after completion of 6 months as an New Designation at Edupolis Education Technology Pvt Ltd. (Unschool).

Name	DOJ	Designation
Kavya Appalabhaktula	1 st December 2022	Business Operations Executive

Automatic CTC Structure		
Particulars	Monthly	Annual
Basic Salary	14,400	1,72,800
House Rent Allowance	5,760	69,120
Phone & Internet	2,000	24,000
Any Specific allowance (2)	-	-
Any Specific allowance (3)	-	-
Special Allowance	4,862	58,344
Gross Salary	27,022	3,24,264
Provident Fund	1,728	20,736
ESIC	-	-
Gross Salary Fix	28,750	3,45,000
Variable	-	-
Mediclaim	-	-
Bonus	-	-
Gratuity	-	-
Cost To Company [TOTAL]	28,750	3,45,000
ESI Employee	-	-
PF Employee	1,728	-
Professional Tax	200	-
Take Home	25,094	-

(* Subject to TDS deduction)

-Your CTC is Rs 3,45,000/-per annum as the fixed portion and 3LPA performance-based incentives for the operating year 2022-23 payable monthly.

Other benefits

1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.

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 &

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.

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.

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.

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.

Sub: Letter of Offer

Dear Ramya Makkalla,

Ms. Ramya Makkalla
6-26,
Near Mahalakshmi Temple,
Kanchikacherla-521180,
Andhra Pradesh.
Tel# -

Offer: Computer Consultancy
Ref: TCSL/DT20223139801/Hyderabad
Date: 24/11/2022



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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 caterers. 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.

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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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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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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 GPA 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/GPA 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 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



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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, falling 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

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Tata Consultancy Services Limited

Registered Office: TCS Building, 100, Anna Salai, Chennai - 600 082, India
TCS Building, 100, Anna Salai, Chennai - 600 082, India
TCS Building, 100, Anna Salai, Chennai - 600 082, India





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

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve 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 in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

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

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

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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 Sriankan 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 :

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*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 A 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. A 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 overseers 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

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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

Global Head Talent Acquisition & AIP
Grish V. Nandimath

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

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



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GROSS SALARY SHEET

Annexure 1

Name	Ramya Makkalla
Designation	Assistant System Engineer-Trainee
Institute Name	Dvr & Dr. Hs Mic College Of Technology

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		
Quarterly Variable Allowance*	1,700	20,400
3) City Allowance	600	7,200
4) Annual Components/Retirals	200	2,400
Health Insurance***	NA	7,900
Provident Fund		21,289
Gratuity	1,774	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 LIMITED



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007</p>	<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>
<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100 Karnataka</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumanan Nagar, Old Mahaballipuram Rd, TNB, Sholingallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insighia, Gurgaon - Faridabad Road, Gawal Pahar, Gurgaon - 122003, Har yana</p>	<p>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</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tiganhya Badshah & Bada Bangarda, Tehsil Madhya Pradesh</p>	<p>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</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Vantara Park, Pokharam Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400806</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, TCS XP HR Lead</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinewadi Phase III, Pune - 411057 Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus, Karyavetom P.O, Trivandrum - 695581, India</p>	



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, 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, 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 filing 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 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.



(d) This Confidentiality clause along with other documents executed by Associate or 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.

(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.

(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.

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

11. General

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, and / or further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information 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.



(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.





Offer: Computer Consultancy
Ref: TCSL/DT20222970864/Hyderabad
Date: 24/11/2022

Mr. Mahesh Varun Kamini
11-21, Old Police Station, Penamalur, Vijayawada Tarakarama Nagar,
Penamalur,
Vijayawada-521137,
Andhra Pradesh,
#-9398256360

Dear Mahesh Varun Kamini,

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 &

TCS Confidential

TCSL/DT20222970864

TATA CONSULTANCY SERVICES

Training & Placement Officer

DVR & Dr HS MIC College of Technology



Offer: Computer Consultancy
Ref: TCSL/DT20223170830/Hyderabad
Date: 24/11/2022

Mr. Omkar Annarapu
20-91 West Bazaar,
Chinna Maseed Centre,
Nandigama-521185,
Andhra Pradesh,
Tel# -

Dear Omkar Annarapu,

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 &

TCS Confidential

TCSL/DT20223170830

TATA CONSULTANCY SERVICES

Training & Placement Officer

DVR & Dr. HS.MIC College of Technology



Offer: Computer Consultancy
Ref: TCSL/DT20222936514/Hyderabad
Date: 24/11/2022

Mr. Hari Krishna Yabarala
D. No-1-6, Inampudi, Pamidimukkala Mandal, Krishan Dist, 521138, Andhra Pradesh 1st Road,
Near Kapula Ramalayam,
Vijayawada-521138,
Andhra Pradesh.
Tel# -7288871284

Dear Hari Krishna Yabarala,

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 &

TCS Confidential

TCSL/DT20222936514

TATA CONSULTANCY SERVICES
Training & Placement Officer
DVR & Dr HS MIC College of Technology



Offer: Computer Consultancy

Ref: TCSL/DT20223249278/Hyderabad

Date: 24/11/2022

Ms. Maanasa Ventrapragada

303, Lotus Residency,

Ankamma Temple Street,

Nandigama-521185,

Andhra Pradesh,

Tel# -9000632708

Dear Maanasa Ventrapragada,

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 **₹3,53,578/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential

TCSL/DT20223249278

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 080

Tel: 91 40 667 2000 Fax: 91 40 667 2222 Website: www.tcs.com

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

TCS Careers ServiceLine: 1 800 209 311 | Email: careers@tcs.com

**Training & Placement Officer
SVR & D'S MIC College of Technology**



Date: Apr 27, 2023

To:
Mr. Bhavya P,

University ID: 19H71A0407

DVR & Dr HS MIC COLLEGE OF TECHNOLOGY,
RR NAGAR, SKT WEST MEADOWS,
CURRENT OFFICE ROAD,
VIJAYAWADA - 520012
ANDHRA PRADESH

Dear Mr. Bhavya P,

MarketXpander is pleased to offer you a position of Sales Intern from May 8, 2023. During your internship, you will be working on the assignment at any of our MarketXpander offices in India. The exact work location will be driven by business demand and will be shared with you, closer to your joining date. You will be paid a stipend of ₹ 20,000 [INR Twenty Thousand Only] per month. You will be on internship for a period of 6 months from the date of your appointment. At the end of the internship, you will submit a copy of your report to the Company.

Based on the evaluation of your project report, internship performance, mutual compatibility, and your potential, you will be offered full-time employment with a total annual cost to the company of ₹6,00,000 [Six Lakhs Only] which includes ₹5,00,000 [Five Lakhs Only] as a fixed component, and ₹1,00,000 [One Lakh Only] as a variable component.

It is very important that you always keep the terms of this employment letter highly confidential. Please note that these terms are based on an individual's experience, background, and potential, and are unique for everyone.

You may contact Mr. Namburt Manikanta at +91 9108444548 for further guidance on your project. Either party may terminate this internship assignment by giving the other party 30 (Thirty) days prior written notice. This is a combined internship and Full-time employment offer. However, the internship to the full-time conversion will solely be based on your performance and will be at the sole discretion of the company, also, conversion is applicable subject to completion of your graduation course without any active backlogs.

* The Stipend amount is subject to any applicable tax deduction as per the prevailing income tax rules.

Information about Company operations and intellectual property is confidential and upon reporting, you will be required to sign a non-disclosure agreement. You are also expected to adhere to all applicable rules and regulations and business conduct guidelines of MarketXpander and act by the values and principles of the Company.

To confirm your acceptance of this internship assignment, you are required to:

MarketXpander Services Pvt. Ltd

#33, Sector 8, 14th Cross, 8th Main, HSR Layout, Bengaluru 560102, Karnataka, Phone: 080-67330913, (www.leadsquared.com)

Date: May 11, 2023

To:

Ms. Balusapati Chaitanya,

University ID: 19H71A05B9

DVR & Dr. HS MIC College of Technology,

32-25-13,

Aloor paramatma street, Bandhul dhoddi center,

water tank road, moghalrajpuram

Vijaywada - 520010

Andhra Pradesh

Dear Ms. Balusapati Chaitanya,

MarketXpander is pleased to offer you a position of Intern - Business Analyst from May 15, 2023. During your

internship, you will be working on the assignment at any of our MarketXpander offices in India. The exact work

location will be driven by business demand and will be shared with you, closer to your joining date. You will be paid a

stipend of ₹ 25,000 [INR Twenty Five Thousand Only] per month. You will be on internship for a period of 6 months

from the date of your appointment. At the end of the internship, you will submit a copy of your report to the Company.

Based on the evaluation of your project report, internship performance, mutual compatibility, and your potential, you

will be offered full-time employment with a total annual cost to the company of ₹6,00,000 [Six Lakhs Only] which

includes ₹5,00,000 [Five Lakhs Only] as a fixed component, and ₹1,00,000 [One Lakh Only] as a variable

component.

It is very important that you always keep the terms of this employment letter highly confidential. Please note that these terms are based on an individual's experience, background, and potential, and are unique for everyone.

You may contact Mr. Sangam Sharma at +91 8728013133 for further guidance on your project. Either party may

terminate this internship assignment by giving the other party 30 (Thirty) days prior written notice. This is a combined

internship and Full-time employment offer. However, the internship to the full-time conversion will solely be based on

your performance and will be at the sole discretion of the company, also, conversion is applicable subject to

* The Stipend amount is subject to any applicable tax deduction as per the prevailing income tax rules.

Information about Company operations and intellectual property is confidential and upon reporting, you will be required to sign a non-disclosure agreement. You are also expected to adhere to all applicable rules and regulations and business conduct guidelines of MarketXpander and act by the values and principles of the Company.

To confirm your acceptance of this internship assignment, you are required to:

MarketXpander Services Pvt. Ltd

#33, Sector 6, 14th Cross, 9th Main, HSR Layout, Bengaluru 560102, Karnataka, Phone: 080-87330913, (www.leadsquared.com)



TNP MIC College <tnp@mittech.ac.in>

530

Fwd: Dear P.Maha Lakshmi Manogna Team Data Vortex Welcomes You onboard

1 message

Mon, Jun 12, 2023 at 3:35 PM
sравani jonnalagadda <sравanijonnalagadda1998@gmail.com> To: "tnp@mittech.ac.in" <tnp@mittech.ac.in>

----- Forwarded message -----
From: Poliseti Maha Lakshmi Manogna <polisetimahalakshmi2002@gmail.com>
Date: Fri, Jun 9, 2023, 12:08 PM
Subject: Fwd: Dear P.Maha Lakshmi Manogna Team Data Vortex Welcomes You onboard
To: <sравanijonnalagadda1998@gmail.com>

----- Forwarded message -----
From: Data Vortex <info@datavortexllc.com>
Date: Thu, 8 Jun, 2023, 11:46 am
Subject: Dear P.Maha Lakshmi Manogna Team Data Vortex Welcomes You onboard
To: <polisetimahalakshmi2002@gmail.com>

Dear P.Maha Lakshmi Manogna,

Congratulations on successfully clearing your Final Practical Test. Please use the following link and submit your basic documents for verification. Kindly complete the verification of your documents by today itself as it takes time for the team to verify the candidates and submit the report to us. Soon, the joining date will be announced.
So, please respond to this mail with "Done" once you submit the documents. Your team leader will hold a meeting in the coming week. I'll just verify at the backend and send the meeting link to everyone who has completed the joining formalities. Also, all other joining formalities will also be completed soon. Request you to proceed and complete the document verification at the earliest.

<https://datavortexllc.com/index.php/onboarding-formalities/>

Also, after you upload your documents, please register for Work from home Infrastructure form provided on the above link.

Regards

Preeti Singh

HR Department [India Wing]
Team Data Vortex



TNP MIC College <tnp@mictech.ac.in>

List of Selected Candidates - THIS Talent Trail 2023

2 messages

Krishna Burtle <krishna_burtle@thbs.com>
 To: TNP MIC College <tnp@mictech.ac.in>
 Cc: Campus Hiring <campushiring@thbs.com>

Dear Sir,

Greetings from Torry Harrie Integration Solutions...

We are pleased to share the list of selected candidates for the THIS Talent Trail 2023 Internship Program. Please find the list below.

Further process will be shared accordingly.

Sl. No	NAME	Email ID
1	Nagendra Baby Badthha	badthhanan1007@gmail.com
2	Jaewanth Venkayala	191213jaewanth@gmail.com
3	Koppu Alekha	koppualekha@gmail.com
4	Sravya Pulipati	sravyepulipati155@gmail.com
5	Sai Mahdhar Tarun	hak124355@gmail.com

Note: Requesting you to block the above-mentioned candidates from further opportunities.

Regards,

Krishna Lokesh Burtle

Consultant – Talent Acquisition

+91 9742733225

www.torryharts.com



Your engagement will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your
Strictly Confidential

4. VERIFICATION REPORT:

and you shall not be entitled to any other remuneration of any sort.
Stipend of **Rs. 20,000 (Rupees Twenty Thousand Only) per month**
During the Internship period, you will be paid a consolidated monthly

3. STIPEND:

period.
automatically stand terminated upon the expiry of the Internship/training
of your Internship/training in writing, your Internship/training shall
be shared on or before Dec 2022. Unless the Company extends the period
The duration of Internship will be for a period of 3 months, the dates will

2. DURATION OF INTERNSHIP:

services.
You will be engaged as a Student Trainee in the field of software and IT

1. NATURE OF ENGAGEMENT:

terms and conditions:
to undergo training in the Company as a Student Trainee on the following
or us), the Company is pleased to inform you that you have been selected
with **Torry Harris Business Solutions Private Limited (the Company**
With reference to the discussions that you (you or the Trainee) have had

SUBJECT: LETTER OF ENGAGEMENT AS A STUDENT TRAINEE

Dear Nagendra Babu,

Mr. Nagendra Babu Baditha
Bangalore
DVR & Dr HS MIC College of Technology

Date: 07-Nov-2022



19H71A0423

application and the information given at the time of interview, including the references given by you.

5. OBLIGATION AND RESPONSIBILITIES:

a) During the internship/training period, the Company expects you to undergo training in any department/section in which you are placed with high standard of initiative and efficiency.

b) The Trainee agrees and acknowledges that as a part of her/his internship program with the Company, the Trainee may be granted access to various kinds of Confidential Information. For the purposes of this letter, the term **Confidential Information** shall mean and include, without limitation, all knowledge or information concerning the Company, the Company's businesses, employment policies and practices, business requirements, customers, partners, service providers, Trainees, students, vendors, pricing, customer information, account information, business planning, business operations, administration, financials, marketing, sales, investment strategies, sales data, flow charts, projections, strategies, pricing information, information technology architectures and solutions and systems, inventions, patents, products, processes, methods, techniques, software, computer programs, computer systems, software devices, information about the design, methodology and documentation thereof, training manuals, plans, charts, lists, details, notes, files, letters, memoranda, reports, records, data, sketches, journals, copyrights, materials, trade secrets, usernames and passwords, educational content, and any records and repositories of all of the foregoing, in whatever form or medium, written or oral, printed documents, computer disks or tapes, whether machine or user readable, and this term shall include derivative works of the said Confidential Information.

c) The Trainee agrees and undertakes that:

(i) shall not during the term of this internship/training program or at any time thereafter, divulge or make use of any trade secrets,

10/4/23

(iv) ownership of, and all right, title, and interest in, all work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans,

program with the Company.

(iii) shall not at any time after the termination of the Internship/training program in any way make known or divulge to any person, firm or body corporate any of the methods, systems or other information of any kind in relation to the affairs of the Company whether such information is or was acquired by the Trainee before commencement of her/his Internship/training

Company.

(ii) all data, documents, emails, papers, plans, drawings, photographs, reports, statements, correspondence, etc. and business details or commercial policies that pass to the Trainee or which come to her/his knowledge shall be treated as confidential and s/he shall be bound to keep secret all such confidential matters including papers and documents, computer floppies, USB drives, hard drives, CDs or other media containing the same and shall not disclose, communicate, reproduce or distribute the same or copies thereof to anyone except in the course of the rightful discharge of her/his duties towards the Company.

Confidential information, or intellectual property of any kind concerning the business of the Company or any of their dealings, transactions and affairs or any information concerning any of their partners, or customers which s/he possesses or comes to possess during the term of her/his Internship/training program with the Company, or which s/he may make or discover during the said period and that s/he shall also use her/his best endeavours to prevent any other person from doing so.

know-how, processes, methods, trade secrets, source code, application development, designs, drawings, plans, business plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials thereof), inventions (whether patentable or not, and whether or not patent protection has been applied for or granted) and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages developed or created from time to time by or for the Company by the Trainee, whether before or after commencement of the Trainee's internship/training with the Company (the **Intellectual Property**) shall vest in the Company.

(v) the Trainee hereby transfers and assigns in favour of the Company, all rights, title and interest in and to all the Intellectual Property, together with the rights to sublicense or transfer any and all rights assigned hereunder to third parties, in perpetuity. The Trainee agrees that such assignment shall be perpetual, worldwide and royalty free.

(vi) notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Trainee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. The Trainee further acknowledges and agrees that he shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957. The Trainee also agrees to assist and

a) The Company and the Trainee acknowledge and agree that the Company agreeing to allow the Trainee to participate in the Internship/ training program of the Company in terms of this letter does not create any relationship of employer and employee, nor principal and agent and under no circumstances is the Trainee to be considered the employee or agent of the Company. You agree and acknowledge that the Internship/training program of the Company is a voluntary programme for a fixed duration undertaken purely for educational

6. RELATIONSHIP BETWEEN THE PARTIES:

(viii) shall, whenever requested so to do by the Company whether during or after the termination of this letter, at the cost of the Company execute and sign any and all applications, assignments and other instruments which the Company may deem necessary or advisable in order to apply for and to obtain letters, patent, design, registration or other forms of protection for the aforesaid improvements, inventions and discoveries in such countries as the Company may direct and to vest in the Company the whole, right, title and interest therein.

(vii) shall forthwith communicate to the Company and transfer to it the exclusive benefit of all inventions, discoveries and improvements which s/he may make or discover during the continuance of her/his engagement relating to the Company's trade or business and shall give full information as to the exact mode of working and usage of the same and also all such explanation and instructions, to the officers and workmen of the Company as may be necessary to enable them to work the same effectively and shall, at the expense of the Company, furnish it with all necessary plans, drawings and models.

cooperate with the Company in perfecting the Company's rights in the Intellectual Property.

b) Notwithstanding the condition regarding written notice of termination, the Company shall have the right to terminate your Internship/ training without any notice or payment in lieu of notice, if any declaration given or information furnished by you to the Company is found to be false or if you are found to have willfully suppressed any material information.

a) In the event that you are found guilty any misconduct, you are liable to be disengaged without any notice or payment of stipend in lieu of notice.

8. MISCONDUCT:

During your Internship/training period, you are liable to be transferred or assigned to work in any division or department of the Company. You may also be required to undergo Internship/training in order to enable you to have hands on experience in various skills, you may be entrusted with different assignments and duties.

7. POSTING:

b) The Trainee undertakes to perform in terms of this letter as an independent contractor for the purpose of providing services to the Company and the Trainee shall have no right or authority to assume or claim any obligation of any kind, expressed or implied, nor to accept or to take any monies on orders obtained, nor to bind the Company in any way whatsoever, nor to hold itself out as an agent, employee or officer of the Company to any third party. The Trainee shall make no representation, undertaking or warranty concerning the Company's products and services.

purposes and with a view to evaluating whether you can be employed at a future date, in the sole discretion of the Company.

11. FUTURE EMPLOYMENT:
In the event that you complete the training to the subjective satisfaction of the Company in its sole discretion, you will be appointed as **Associate Software Engineer Trainee** in the service of the Company with a **gross salary of Rs. 4,50,000 per annum**. In addition, you will also be entitled for a **performance linked pay of up to Rs. 50,000 (Rupees Fifty Thousand only) per annum**. You will be considered as a regular employee of the Company from the date you are absorbed in the employment of the Company. The period of Training will not be counted for the purpose of computing your tenure of service with the Company or for extending, any benefit that are otherwise available to the regular employees of the Company.

10. AFTER COMPLETION/TERMINATION OF TRAINING:
On completion/termination of training, you will immediately surrender to the Company all specifications, documents, literature, drawings, records etc., belonging to the Company or relating to its business and shall not take or retain any copies of the said items.

9. TERMINATION:
Notwithstanding anything contained herein, the Company reserves the right in its sole discretion, of terminating your engagement during the internship/training period, without assigning any reasons, by giving 15 days' notice or payment of fifteen days' stipend in lieu of notice.
In the event of your remaining absent without leave or permission for more than three consecutive days (including remaining absent after the sanctioned leave period for a consecutive period of more than three days), you are liable to be treated as having abandoned the internship/training, and the Company shall be entitled to terminate your engagement without any notice or payment of any stipend in lieu of notice.

Shivdayal Charan
Authorized Signatory

Yours faithfully,
For **TORRY HARRIS BUSINESS SOLUTIONS PRIVATE LIMITED**

We would like to take this opportunity to welcome you to the Company as a trainee. We hope that your training with us will be rewarding.

After your successful completion of the training programme, and should the Company agree to employ you, you agree to be posted in any location where the Company is operating from. You agree that this could also include a unit in a Software Economic Zone (SEZ) location. This would be informed to you after the completion of your training.

The original certificates will be returned to you after verification.

- 4 White background Passport size photographs
- 2 copies each of your certificates starting from 10th to the highest
- Provisional or course completion certificate (Engineering)
- Fitness certificate from any registered practitioner (Original)
- Address proof copy (Passport, Voters ID, Driving License, or UID)

While reporting for training please bring

In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement duly signed or an email acceptance within four days from the date of this letter. Your reporting date and time will be communicated later.

12. DATE OF COMMENCEMENT OF INTERSHIP/TRAINING:

PLACE:
DATE:

(Signature of the Candidate)

I, accept the terms and conditions stipulated in the above letter of engagement.

ENDORSEMENT

Your engagement will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your
Strictly Confidential

4. VERIFICATION REPORT:

and you shall not be entitled to any other remuneration of any sort.
Stipend of **Rs. 20,000 (Rupees Twenty Thousand Only) per month**
During the internship period, you will be paid a consolidated monthly
3. STIPEND:

period.
automatically stand terminated upon the expiry of the internship/training
of your internship/training in writing, your internship/training shall
be shared on or before Dec 2022. Unless the Company extends the period
The duration of internship will be for a period of 3 months, the dates will

2. DURATION OF INTERNSHIP:

services.
You will be engaged as a Student Trainee in the field of software and IT

1. NATURE OF ENGAGEMENT:

terms and conditions:
to undergo training in the Company as a Student Trainee on the following
or us), the Company is pleased to inform you that you have been selected
with **Torry Harris Business Solutions Private Limited (the Company**
With reference to the discussions that you (you or the Trainee) have had

SUBJECT: LETTER OF ENGAGEMENT AS A STUDENT TRAINEE

Dear Sai Mahidar Tarun,
DVR & Dr HS MIC College of Technology
Bangalore
Mr. Sai Mahidar Tarun Majety
To:

Date: 07-Nov-2022



THIS

19H71A0437

application and the information given at the time of interview, including the references given by you.

5. OBLIGATION AND RESPONSIBILITIES:

a) During the internship/training period, the Company expects you to undergo training in any department/section in which you are placed with high standard of initiative and efficiency.

b) The Trainee agrees and acknowledges that as a part of her/his internship program with the Company, the Trainee may be granted access to various kinds of Confidential Information. For the purposes of this letter, the term **Confidential Information** shall mean and include, without limitation, all knowledge or information concerning the Company, the Company's businesses, employment policies and practices, business requirements, customers, partners, service providers, Trainees, students, vendors, pricing, customer information, account information, business planning, business operations, administration, financials, marketing, sales, investment strategies, sales data, flow charts, projections, strategies, pricing information, information technology architectures and solutions and systems, inventions, patents, products, processes, methods, techniques, software, computer programs, computer systems, software devices, information about the design, methodology and documentation thereof, training manuals, plans, charts, lists, details, notes, files, letters, memoranda, reports, records, data, sketches, journals, copyrightable materials, trade secrets, usernames and passwords, educational content and any records and repositories of all of the foregoing, in whatever form or medium, written or oral, printed documents, computer disks or tapes, whether machine or user readable, and this term shall include derivative works of the said Confidential Information.

c) The Trainee agrees and undertakes that:

(i) shall not during the term of this Internship/training program or at any time thereafter, divulge or make use of any trade secrets,

19. 437

(iv) ownership of, and all right, title, and interest in, all work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans,

program with the Company.

(iii) shall not at any time after the termination of the internship/training program in any way make known or divulge to any person, firm or body corporate any of the methods, systems or other information of any kind in relation to the affairs of the Company whether such information is or was acquired by the Trainee before commencement of her/his internship/training

Company.

(iii) all data, documents, emails, papers, plans, drawings, photographs, reports, statements, correspondence, etc. and technical information, know-how and instructions as well as business details or commercial policies that pass to the Trainee or which come to her/his knowledge shall be treated as confidential and s/he shall be bound to keep secret all such confidential matters including papers and documents, computer floppies, USB drives, hard drives, CDs or other media containing the same and shall not disclose, communicate, reproduce or distribute the same or copies thereof to anyone except in the course of the rightful discharge of her/his duties towards the

endeavours to prevent any other person from doing so.

the said period and that s/he shall also use her/his best with the Company, or which s/he may make or discover during possess during the term of her/his internship/training program their partners, or customers which s/he possesses or comes to transactions and affairs or any information concerning any of Confidential information, or intellectual property of any kind concerning the business of the Company or any of their dealings,

(vi) notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Trainee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. The Trainee further acknowledges and agrees that he shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957. The Trainee also agrees to assist and

(v) the Trainee hereby transfers and assigns in favour of the Company, all rights, title and interest in and to all the Intellectual Property, together with the rights to sublicense or transfer any and all rights assigned hereunder to third parties, in perpetuity. The Trainee agrees that such assignment shall be perpetual, worldwide and royalty free.

Company (the **Intellectual Property**) shall vest in the Company. commencement of the Trainee's Internship/training with the Company by the Trainee, whether before or after languages developed or created from time to time by or for the intellectual property throughout the world, in and for all languages, including but not limited to computer and human patent protection has been applied for or granted) and all other inventions (whether patentable or not, and whether or not software and preparatory and design materials thereof), works in which copyright may subsist (including computer plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, application development, designs, drawings, plans, business know-how, processes, methods, trade secrets, source code,

a) The Company and the Trainee acknowledge and agree that the Company agreeing to allow the Trainee to participate in the internship/training program of the Company in terms of this letter does not create any relationship of employer and employee, nor principal and agent and under no circumstances is the Trainee to be considered the employee or agent of the Company. You agree and acknowledge that the internship/training program of the Company is a voluntary programme for a fixed duration undertaken purely for educational

6. RELATIONSHIP BETWEEN THE PARTIES:

(viii) shall, whenever requested so to do by the Company whether during or after the termination of this letter, at the cost of the Company execute and sign any and all applications, assignments and other instruments which the Company may deem necessary or advisable in order to apply for and to obtain letters, patent, design, registration or other forms of protection for the aforesaid improvements, inventions and discoveries in such countries as the Company may direct and to vest in the Company the whole, right, title and interest therein.

(vii) shall forthwith communicate to the Company and transfer to it the exclusive benefit of all inventions, discoveries and improvements which s/he may make or discover during the continuance of her/his engagement relating to the Company's trade or business and shall give full information as to the exact mode of working and usage of the same and also all such explanation and instructions, to the officers and workmen of the Company as may be necessary to enable them to work the same effectively and shall, at the expense of the Company, furnish it with all necessary plans, drawings and models.

cooperate with the Company in perfecting the Company's rights in the Intellectual Property.

b) Notwithstanding the condition regarding written notice of termination, the Company shall have the right to terminate your internship/ training without any notice or payment in lieu of notice, if any declaration given or information furnished by you to the Company is found to be false or if you are found to have willfully suppressed any material information.

a) In the event that you are found guilty any misconduct, you are liable to be disengaged without any notice or payment of stipend in lieu of notice.

8. MISCONDUCT:

During your internship/training period, you are liable to be transferred or assigned to work in any division or department of the Company. You may also be required to undergo internship/training in order to enable you to have hands on experience in various skills, you may be entrusted with different assignments and duties.

7. POSTING:

b) The Trainee undertakes to perform in terms of this letter as an independent contractor for the purpose of providing services to the Company and the Trainee shall have no right or authority to assume or claim any obligation of any kind, expressed or implied, nor to accept or to take any monies on orders obtained, nor to bind the Company in any way whatsoever, nor to hold itself out as an agent, employee or officer of the Company to any third party. The Trainee shall make no representation, undertaking or warranty concerning the Company's products and services.

purposes and with a view to evaluating whether you can be employed at a future date, in the sole discretion of the Company.

In the event that you complete the training to the subjective satisfaction of the Company in its sole discretion, you will be appointed as **Associate Software Engineer Trainee** in the service of the Company with a **gross salary of Rs. 4,50,000 per annum**. In addition, you will also be entitled for a **performance linked pay of up to Rs. 50,000 (Rupees Fifty Thousand only) per annum**. You will be considered as a regular employee of the Company from the date you are absorbed in the employment of the Company. The period of Training will not be counted for the purpose of computing your tenure of service with the Company or for extending, any benefit that are otherwise available to the regular employees of the Company.

11. FUTURE EMPLOYMENT:

On completion/termination of training, you will immediately surrender to the Company all specifications, documents, literature, drawings, records, etc., belonging to the Company or relating to its business and shall not take or retain any copies of the said items.

10. AFTER COMPLETION/TERMINATION OF TRAINING:

In the event of your remaining absent without leave or permission for more than three consecutive days (including remaining absent after the sanctioned leave period for a consecutive period of more than three days), you are liable to be treated as having abandoned the internship/training, and the Company shall be entitled to terminate your engagement without any notice or payment of any stipend in lieu of notice.

Notwithstanding anything contained herein, the Company reserves the right in its sole discretion, of terminating your engagement during the internship/training period, without assigning any reasons, by giving 15 days' notice or payment of fifteen days' stipend in lieu of notice.

9. TERMINATION:

Shivdayal Charan
Authorized Signatory

For **TORRY HARRIS BUSINESS SOLUTIONS PRIVATE LIMITED**

Yours faithfully,

We would like to take this opportunity to welcome you to the Company as a trainee. We hope that your training with us will be rewarding.

After your successful completion of the training programme, and should the Company agree to employ you, you agree to be posted in any location where the Company is operating from. You agree that this could also include a unit in a Software Economic Zone (SEZ) location. This would be informed to you after the completion of your training.

The original certificates will be returned to you after verification.

- 4 White background Passport size photographs
- 2 copies each of your certificates starting from 10th to the highest
- Provisional or course completion certificate (Engineering)
- Fitness certificate from any registered practitioner (Original)
- Address proof copy (Passport, Voters ID, Driving License, or UID)

While reporting for training please bring

In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement duly signed or an email acceptance within four days from the date of this letter. Your reporting date and time will be communicated later.

12. DATE OF COMMENCEMENT OF INTERSHIP/TRAINING:

PLACE:
DATE:

(Signature of the Candidate)

I, accept the terms and conditions stipulated in the above letter of engagement.

ENDORSEMENT



NavTech Electronics Logo

Kiran Kumar Gokhena <kgollena@navtechelectronics.com>
 To: 'tnp@mictech.ac.in' <tnp@mictech.ac.in>
 Cc: Suresh Babu <sumitha@navtechelectronics.com>, Kiran Kumar D V <kiran.kumar.d@navtechelectronics.com>

Thu, Oct 6, 2022 at 1:29 PM

Dear Mr. Prasad,

Please find below the final list of the students selected for Nav Tech Electronics along with the remarks. Kindly cascade the information to the students. Also share their Permanent address details to mention in the offer letter.

1/1

Sno.	College	Candidate	MOBILE NO	Final Status	Remarks
1	MIT	Nagothi Girdhar (M)	9177688278	Selected	Post 6 months Internship he will be designated as Trainee Engineer.
2	MIT	Vempati Sai Krishna (M)	9390715287	Selected	Post 6 months Internship he will be designated as Trainee Engineer.
3	MIT	Venkata Sai Pranathi Nedunuri (F)	9852017738	Selected	Post 6 months Internship she will be designated as Trainee Engineer.
4	MIT	Gudipudi Pravallika (F)	9390645064	Selected	Post 6 months Internship she will be designated as Trainee Engineer.
5	MIT	Lidha Kallepalli (F)	9305668421	Selected	Post 6 months Internship she will be designated as Trainee Engineer.
6	MIT	Shalk Rukana (F)	9842731185	Rejected	Considered only for 6 months Internship.
7	MIT	Kalavala Ritheesh Reddy (M)	7993543252	Rejected	Considered only for 6 months Internship.

Thanks & Regards

Kiran Kumar G

Manager-ITR

kgollena@navtechelectronics.com



[Quoted text hidden]

Training & Placement Officer

DVR & Dr HS MIC College of Technology

November 02, 2022

To
Ms. Venkata Sri Pranathi Nedunuri,
D No: 7-80/1, Rathana Residency, S1 Flat, Gollapudi, One Center,
Vijaywada, Krishna District, Andhra Pradesh-521225.
Dear Venkata Sri Pranathi Nedunuri

Congratulations!

On behalf of Nav Tech Electronics we are pleased to offer you an Internship program for a duration of six months. You training period will be in Hyderabad location from 08-December-2022 till 09-June-2023. You will be paid as Intern a stipend of Rs. 12,000/- (Rupees Twelve Thousand Only) per month inclusive of tax deduction.

The purpose of this letter is to set forth understanding of the terms of your Internship with Nav Tech Electronics, including your duties. It is important to us that your involvement makes a tangible, measurable and profitable contribution. It is also important that you are inspired to remain with Nav Tech Electronics over time, and to focus your energies on successfully and efficiently contributing to our Company goals.

An agreement of 2.6 years (including Internship duration) is mutually agreed and if there is a violation of the above said period, you will have to pay an amount of Rs. 2,00,000/- (Rupees Two Lakhs Only) for training and liquidation damages.

Assessment:

Technical assessments will be done on monthly basis and based on the feedback a Mandate will be issued on continuation of your services post Internship Program. If continued you will be designated as Trainee Engineer and accordingly your CTC will be fixed.

Venkata Sri Pranathi Nedunuri, we are so pleased and excited that you have chosen to become a part of Nav Tech Electronics and look forward to the energy and experience you will bring to our growing organization. If you have any questions or concerns, please feel free to contact us. Welcome to Nav Tech Electronic. We wish good luck in building your career.

Yours sincerely,

B. Susmitha

Susmitha Balusu
Human Resources



Register Office : Flat No 904, Tower No: LH-2, Lanco Hills, Manikonda, Puppalaguda, Gachibowli, Hyderabad, Telangana - 500089
Head Office : Plot No 379, Road No 10 Jubilee Hills, Hyderabad, Telangana - 500033, India
E-mail : into@navtechelectronics.com www.navtechelectronics.com

Acceptance

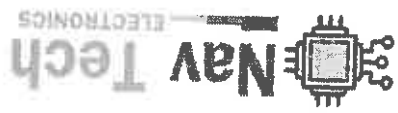
Register Office : Flat No 904, Tower No: LH-2, Lancon Hills, Manikonda, Puppala Guda, Gachibowli, Hyderabad, Telangana - 500089
Head Office : Plot No 379, Road No 10, Jubilee Hills, Hyderabad, Telangana - 500033, India
E-mail : info@navtechelectronics.com www.navtechelectronics.com

Nav Tech

- Educational qualification certificates (right from SSC till the latest degree along with Mark sheets).
- 3 recent passport size photographs (4.5 cm X 3.5 cm) with white background. Head size must be within a maximum 80% and minimum 70% of the photo size.
- Passport (All pages (if travelled outside India)/Front & Back (if there is no Travel History))
- PAN Card & Aadhar Card (Mandatory).
- Copies of at least two of Central/State Government approved ID proof (Copy of License or Voter ID card or Ration Card).

Photocopies of the following documents need to be submitted at the time to joining.

Annexure-A



19/4/23

November 02, 2022

19H71A04C3

To

Mr. Girdhar Nagothi,
D.No: 5-3-27, Banka Rama Krishna Sreet, Chittinagar,
Vijayawada, Krishna District, Andhra Pradesh-520001.

Dear Girdhar Nagothi,

Congratulations!

On behalf of Nav Tech Electronics we are pleased to offer you an internship program for a duration of six months. You training period will be in Hyderabad location from 08-December-2022 till 09-June-2023. You will be paid as intern a stipend of Rs. 12,000/- (Rupees Twelve Thousand Only) per month inclusive of tax deduction.

The purpose of this letter is to set forth understanding of the terms of your internship with Nav Tech Electronics, including your duties. It is important to us that your involvement makes a tangible, measurable and profitable contribution. It is also important that you are inspired to remain with Nav Tech Electronics over time, and to focus your energies on successfully and efficiently contributing to our Company goals.

An agreement of 2.6 years (including internship duration) is mutually agreed and if there is a violation to the mentioned stipulated duration or break the agreement and leave the company before completion of the above said period, you will have to pay an amount of Rs. 2,00,000/- (Rupees Two Lakhs Only) for training and liquidation damages.

Assessment:

Technical assessments will be done on monthly basis and based on the feedback a Mandate will be issued on continuation of your services post Internship Program. If continued you will be designated as Trainee Engineer and accordingly your CTC will be fixed.

Girdhar Nagothi, we are so pleased and excited that you have chosen to become a part of Nav Tech Electronics and look forward to the energy and experience you will bring to our growing organization. If you have any questions or concerns, please feel free to contact us. Welcome to Nav Tech Electronic. We wish good luck in building your career.

Yours sincerely,

B Susmitha

Susmitha Balusu
Human Resources



Acceptance

Training & Placement Officer

DVR & Dr HS MIC College of Technology

Annexure-A

Photocopies of the following documents need to be submitted at the time to joining.

- Educational qualification certificates (right from SSC till the latest degree along with Mark sheets).
- 3 recent passport size photographs (4.5 cm X 3.5 cm) with white background. Head size must be within a maximum 80% and minimum 70% of the photo size.
- Passport (All pages (if travelled outside India)/Front & Back (if there is no Travel History))
- PAN Card & Aadhar Card (Mandatory).
- Copies of at least two of Central/State Government approved ID proof (Copy of License or Voter ID card or Ration Card).

November 02, 2022

To

Ms. Rukmana Shaik,

D.No: 29/76, Charuvu Bazar, Mayuri Talkies Road,
Nandigama, NTR District, Andhra Pradesh-521185.

Dear Rukmana Shaik,

Congratulations!

On behalf of Nav Tech Electronics we are pleased to offer you an internship program for a duration of six months. You training period will be in Hyderabad location from 08-December-2022 till 09-June-2023. You will be paid as intern a stipend of Rs. 12,000/- (Rupees Twelve Thousand Only) per month inclusive of tax deduction.

The purpose of this letter is to set forth understanding of the terms of your internship with Nav Tech Electronics, including your duties. It is important to us that your involvement makes a tangible, measurable and profitable contribution. It is also important that you are inspired to remain with Nav Tech Electronics over time, and to focus your energies on successfully and efficiently contributing to our Company goals.

Rukmana Shaik, we are so pleased and excited that you have chosen to become a part of Nav Tech Electronics and look forward to the energy and experience you will bring to our growing organization. If you have any questions or concerns, please feel free to contact us. Welcome to Nav Tech Electronic. We wish good luck in building your career.

Note: This is an internship offer letter only and company does not guarantee any employment, unless your performance meets our expectations.

Yours sincerely,

B. Susmitha

Susmitha Balusu
Human Resources



Acceptance

November 02, 2022

19471A04E2

To

Ms. Pravalika Gudipudi,

D.No: 9-177, Nannapaneni Street, Amrit Sai Girls Hostel Road,
Kanchikacherla, NTR District, Andhra Pradesh - 521180.

Dear Pravalika Gudipudi,

Congratulations!

On behalf of Nav Tech Electronics we are pleased to offer you an Internship program for a duration of six months. You training period will be in Hyderabad location from 08-December-2022 till 09-June-2023. You will be paid as Intern a stipend of Rs. 12,000/- (Rupees Twelve Thousand Only) per month inclusive of tax deduction.

The purpose of this letter is to set forth understanding of the terms of your Internship with Nav Tech Electronics, including your duties. It is important to us that your involvement makes a tangible, measurable and profitable contribution. It is also important that you are inspired to remain with Nav Tech Electronics over time, and to focus your energies on successfully and efficiently contributing to our Company goals.

An agreement of 2.6 years (including Internship duration) is mutually agreed and if there is a violation to the mentioned stipulated duration or break the agreement and leave the company before completion of the above said period, you will have to pay an amount of Rs. 2,00,000/- (Rupees Two Lakhs Only) for training and liquidation damages.

Assessment:

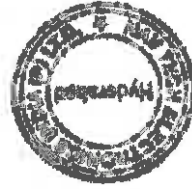
Technical assessments will be done on monthly basis and based on the feedback a Mandate will be issued on continuation of your services post Internship Program. If continued you will be designated as Trainee Engineer and accordingly your CTC will be fixed.

Pravalika Gudipudi, we are so pleased and excited that you have chosen to become a part of Nav Tech Electronics and look forward to the energy and experience you will bring to our growing organization. If you have any questions or concerns, please feel free to contact us. Welcome to Nav Tech Electronic. We wish good luck in building your career.

Yours sincerely,

B. Susmitha

Susmitha Balusu
Human Resources



Acceptance

November 02, 2022

To

Ms. Likitha Kallepalli,

1-4-287/1, Near Lorry Stand, Balakotayya Street, RTC Workshop Road,
Bhavanipuram, Vijayawada, Krishna District, Andhra Pradesh-520012.

Dear Likitha Kallepalli

Congratulations!

On behalf of Nav Tech Electronics we are pleased to offer you an Internship program for a duration of six months. You training period will be in Hyderabad location from 08-December-2022 till 09-June-2023. You will be paid as intern a stipend of Rs. 12,000/- (Rupees Twelve Thousand Only) per month inclusive of tax deduction.

The purpose of this letter is to set forth understanding of the terms of your internship with Nav Tech Electronics, including your duties. It is important to us that your involvement makes a tangible, measurable and profitable contribution. It is also important that you are inspired to remain with Nav Tech Electronics over time, and to focus your energies on successfully and efficiently contributing to our Company goals.

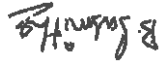
An agreement of 2.6 years (including Internship duration) is mutually agreed and if there is a violation to the mentioned stipulated duration or break the agreement and leave the company before completion of the above said period, you will have to pay an amount of Rs. 2,00,000/- (Rupees Two Lakhs Only) for training and liquidation damages.

Assessment:

Technical assessments will be done on monthly basis and based on the feedback a Mandate will be issued on continuation of your services post Internship Program. If continued you will be designated as Trainee Engineer and accordingly your CTC will be fixed.

Likitha Kallepalli, we are so pleased and excited that you have chosen to become a part of Nav Tech Electronics and look forward to the energy and experience you will bring to our growing organization. If you have any questions or concerns, please feel free to contact us. Welcome to Nav Tech Electronic. We wish good luck in building your career.

Yours sincerely,



Susmitha Balusu
Human Resources



Acceptance

Register Office : Flat No 904, Tower No: LH-2, Lanco Hills, Manikonda, Puppala, Gachibowli, Hyderabad, Telangana - 500089

Head Office : Plot No 379, Road No 10, Jubilee Hills, Hyderabad, Telangana - 500033, India

E-mail : into@navtechelectronics.com www.navtechelectronics.com

Training & Placement Officer

DVR & Dr HS MIC College of Technology

20117540414

5A 414

- 2.3 The Employee shall devote all his business time, attention and energies to the Business.
- 2.4 The Employee agrees that he will, at all times, while performing services for the Company, devote his reasonable best efforts, skill and ability and shall perform his responsibilities in a competent and professional manner.
- 2.5 The Employee further agrees that during the term of this Agreement, he shall not render commercial or professional services of whatsoever nature to any person or organization, whether or not, for pecuniary gain.
- 2.6 The Employee agrees and undertakes that during the term of this Agreement, he shall not hold any position (whether directly or indirectly, for profit or not) in any company, organization, entities, partnership and/or joint venture without the prior written consent of the Company.
- 2.7 The Employee agrees to abide by the rules, regulations, human resource manual, stock option scheme, personnel policies and other policies of the Company and any change thereof which may be adopted by the Company from time to time ("HR Manual").

3. Compensation and Benefits.

3.1 The Employee shall be entitled to the following compensations and benefits as given below:

- 3.1.1 Remuneration: The Employee shall be entitled to the remuneration as set out in detail in SCHEDULE 1 annexed hereto.
- 3.2 Reimbursement of Expenses. Upon presentation of supporting documentation as may be reasonably satisfactory to the Company, the Company may as per the its policies, reimburse all business-related expenses incurred by the Employee in the performance of his duties hereunder, including, without limitation, those incurred in connection with business-related travel, boarding and lodging, telecommunications and entertainment in accordance with Company's policy in this regard.
- 3.3 Withholding & Taxation. The Remuneration (cost-to-company) paid to the Employee hereunder shall be subject to applicable taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable Law. Any tax liability arising in respect of payments made pursuant to the Agreement or income earned by the Employee while the Agreement is in effect shall be borne solely by the Employee. The Company shall only be responsible for withholding taxes from the payments made to the Employee pursuant to the Agreement and payment thereof to the credit of the government in accordance with the Income Tax Act, 1961.
- 3.4 Leaves and benefits: Subject to the applicable laws, the Employee shall be eligible for certain leaves such as casual leaves, sick leaves etc. The terms and conditions for such leaves is governed by the HR Manual of the Company and the Company reserves the right to modify the terms of such HR Manual without any consent of the Employee.
- 3.5 Relocation Reimbursement Benefits: Company shall reimburse as per norms for the expenses he/she and his/her family incur in relocating to the metropolitan area as required by the job in accordance with Company's Relocation Plan and/or as otherwise agreed by Company, in the event that Employee's employment is terminated within one year following the joining date (i) by Employee or (ii) by the Company, Employee shall and hereby does agree to repay the Company in full for the Relocation Reimbursement done by the company.
- 3.6 Joining Bonus Benefits: If employee shall be entitled to receive a joining bonus, the joining Bonus will be paid no later than 30 days following the joining Date. In the event that Employee's employment is terminated within one year following the joining date (i) by Employee or (ii) by the Company, Employee shall and hereby does agree to repay the Company in full for the joining Bonus.

4. Term of the Agreement.

4.1. The Parties acknowledge that Employee's employment with the Company commenced on Effective Date and agree that it will continue unless terminated by either Party in accordance with the provisions of this Agreement ("Term"); Provided, however, that the employee agrees to serve the company for a minimum period of 3 months from the effective date.

6. Effective Date of Termination. Notwithstanding anything in this Agreement, the termination of the Employee's services pursuant to this Agreement shall be effective:

- 6.1. 30 (thirty) days after the Company delivers to the Employee written notice of his termination by reason of the Employee's having become disabled as per Clause 5.2 above;
- 6.2. immediately upon the delivery of written notice to the Employee by the Company of his termination with Cause as per Clause 5.1;
- 6.3. the last working day of the Employee, where Employee delivers to the Company written notice of his resignation in accordance only with Clause 5.3 above. The Employee agrees that during such notice period Employee shall continue to perform his regular duties and will assist the Company. Further the Employee shall be relieved from his duties only after he hands over the Company's property and comply with the terms of full and final settlement policy.
- 6.4. the date mentioned in the termination notice issued by the Company, with respect to event occurred as per Clause 5.4 and 5.5 above.

7. Effect of Termination

- 7.1. Effect of termination before the expiry of training Period: If the employment of the Employees is terminated by the Company before the expiry of the training Period, the Employee shall receive only unpaid salary with respect to the number of days worked by the Employee. For the purpose of clarification, the Company shall not give severance package/salary to the Employee.
- 7.2. Effect of termination before the expiry of Minimum Term: If the Employee violates the Clause 4.1 of this Agreement i.e., Employee terminates this Agreement before the completion of Minimum Term, Employees agrees for the following:-

7.2.1 Shall pay a cost of training of INR 25,000/- immediately; and

7.2.2 the Employee shall finish all the exit formalities as per the human resources policies/manual of the Company. The Company shall upon receipt of payment of Liquidated Damages, shall relieve the Employee from the duties, within 30 days from the date of payment of Liquidated Damages.

It is hereby clarified that, in the event, if the Employee fails to comply with the conditions mentioned in clause 7.2.1., and 7.2.1., he shall be known as bad leaver ("Bad Leaver") the Company shall have a right to receive from the Employee such Liquidated Damages and unliquidated damages, as it may deem fit. Notwithstanding anything contained in this Agreement, upon an Employee becoming a Bad Leaver (including where the Employee's services are terminated for Cause), the Company shall be entitled to all remedies that may be available to it under applicable law.

7.3. Effect of termination due to Absconding: If the Employee is absconded, as stipulated under Clause 5.5 of this Agreement, the Company shall have a right to receive from the Employee such damages, as it may deem fit. Notwithstanding anything contained in this Agreement, the Company shall be entitled to all remedies that may be available to it under applicable law.

8. Non-Disclosure of Confidential or Proprietary Information.

8.1. The Employee acknowledges that during the course of rendering services and performing his other duties under this Agreement, he will have and / or has had access to information about the Company and / or its Affiliates or otherwise in its possession and that his services with the Company shall bring him into close contact with many confidential affairs of the Company and / or its Affiliates, including without limitation, information regarding the following:

- 8.1.1. management methods and operating techniques;
- 8.1.2. sales, advertising and marketing methods;
- 8.1.3. business and training techniques, manuals and procedures;

10.1. The Employee undertakes that without prejudice to any other duty implied by law, he shall not, either directly or through his Affiliates, during the Non-Compete Period, either personally or through an agent, company or through a partnership or as a shareholder of a private company or a public unlisted company, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or in any other manner whatsoever, whether for profit or otherwise:

10.1.1. be concerned or interested in any business in any manner whatsoever that directly or indirectly competes with the Business or any business in which the Company engages or plans to engage in at the time of termination of the employment of the Employee ("Competing Business");

10.1.2. be concerned in any business in any manner whatsoever that directly or indirectly competes with the business in which such Employee is materially involved as an employee of the Company after the Effective Date;

10.1.3. except on behalf of the Company, canvas or solicit business or customers for services similar to those being provided by the Company from any Person who is a customer of the Company;

10.1.4. induce or attempt to induce any customer/client of the Company to cease to be a customer/client, or to restrict or vary the terms of the contract to, the Company or otherwise interfere with the relationship between such a customer/client and the Company (save and except actions taken during the course of his employment with the Company in exercise of his power and authority as an employee of the Company and in, what he reasonably believes to be, in the interest of the Company);

10.1.5. he shall not, directly or indirectly, including by assisting others, solicit, recruit, induce or attempt to persuade (a) any Person then engaged by the Company as an employee, officer or director or so engaged within the preceding 12 month(s) period ("Existing Employee") to leave the employment of the Company; or (b) encourage any consultant, vendor or customer to reduce the quantum of business they do with the Company. It is clarified that the Employee shall be deemed to have breached and failed to comply with the provisions of this Clause 10.1.4 if the Employee directly or indirectly as an officer or director of another organization or otherwise, employ, engage or retain, an Existing Employee, if such employment or engagement arose on account of any act of the Employee.

10.2. The Parties recognize that the foregoing covenants in this Clause 10 and the time and other limitations with respect thereto, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Company, and agree that such limitations are reasonable with respect to the business of the Company.

10.3. The Employee acknowledges and agrees that the compensation paid to him under this Agreement (as set out in Clause 3 above) along with the mutual agreements, covenants, representations and warranties set forth in this Agreement and that the restrictions contained in this clause are considered reasonable for the legitimate protection of the Business and goodwill of the Company. However, in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this clause valid and effective.

10.4. The Employee acknowledges and agrees that the covenants and obligations with respect to non-competition and non-solicitation as set forth above shall not be construed to be a restraint of trade against the Employee and relate to special, unique and extraordinary matters, and that a violation of

14. **Indemnities.** The Employee, at all times during the course of his employment in the Company (and even after the termination of this Agreement with respect to the terms contained herein) agrees to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company actually suffers or incurs as a direct result of acts or omissions of the Employee during the course of employment.

15. **Deductions.** The Employee agrees and acknowledges that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from the Employee's salary, or final settlement, any outstanding loans, advances or overpayments.

16. **Entire Agreement; Termination of Prior Agreements.** This Agreement and the agreements and documents referred to herein contain the entire understanding of the Employee and the Company with respect to the services to be rendered by the Employee to the Company and supersede any and all prior understandings, written or oral, between the Employee and the Company and between the Employee and any Affiliate or predecessor of the Company. Any such prior understandings or agreements are hereby terminated and are of no further force and effect. This Agreement may not be amended, waived, discharged or terminated orally, but only by an instrument in writing, specifically identified as an amendment to this Agreement, and signed by the Employee and a duly authorized officer of the Company. By entering into this Agreement, the Employee certifies and acknowledges that he has carefully read all of the provisions of this Agreement and the rules and regulations of the Company and that he voluntarily and knowingly enters into this Agreement.

17. **Severability.** If any provision of this Agreement or the application thereof to any Person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any law or regulation or government policy or any amendment thereof, the remainder of this Agreement and the application of such provision to Persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the unenforceable provision.

18. **Governing Law.** This Agreement shall be governed by and construed in accordance with the laws of the Republic of India without regard to applicable conflicts of laws principles. The courts in Hyderabad shall have the exclusive jurisdiction in relation to all matters arising out of this Agreement.

19. Notices.

Any notice or other communication hereunder must be given in writing and either (a) delivered in person; (b) transmitted by facsimile, provided that any notice so given is also mailed as provided in clause (c); or (c) mailed, postage prepaid, as follows:


Sai Rahul Varma G CEO & Director Edupolis Education Technology Private Limited, Address: Unschool, S2, CRESENT TOWERS, PLOT -1018 PRAGATHI NAGAR, ABOVE KARUR VYSYA BANK, HYDERABAD, TG 500090 IN Email: rahul@unschool.in	Company
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21.3 Salary for the training period i.e. 1st month will be held as training cost and released along with the 2nd month salary to the Employee.

22. Full time Employment.

22.1 The full time employment will start from the 4th Month.

IN WITNESS WHEREOF, EACH OF THE PARTIES HERETO HAS CAUSED THIS AGREEMENT TO BE DULY EXECUTED AND DELIVERED UNDER SEAL, BY ITS AUTHORIZED OFFICERS OR INDIVIDUALLY, AS OF THE DATE FIRST ABOVE WRITTEN.

EMPLOYEE:	Name: Kallepalli Likitha
COMPANY:	Name: Rahul Varma Title: CEO, Edupolis Education Technology Pvt. Ltd. (Unschool) 

- Refer below for the split-up of the salary structure after completion of 6 months as an New Designation at Edupolis Education Technology Pvt Ltd. (Unschool).

Name	DOJ	Designation
Kallepalli Likitha	1 st December 2022	Executive Business Operations

Automate CTC Structure		Particulars
Monthly	Annual	
14,400	1,72,800	Basic Salary
5,760	69,120	House Rent Allowance
2,000	24,000	Phone & Internet
-	-	Any Specific allowance [2]
-	-	Any Specific allowance [3]
4,862	58,344	Special Allowance
27,022	3,24,264	Gross Salary
1,728	20,736	Provident Fund
-	-	ESIC
28,750	3,45,000	Gross Salary FIX
-	-	Variable
-	-	Mediclaim
-	-	Bonus
-	-	Gratuity
28,750	3,45,000	Cost To Company [TOTAL]
-	-	ESI Employee
-	-	PF Employee
1,728	-	Professional Tax
200	-	Take Home
25,094	-	

(* Subject to TDS deduction)

-Your CTC is Rs 3,45,000/-per annum as the fixed portion and 3LPA performance-based incentives for the operating year 2022-23 payable monthly.

Other benefits

1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.

Dear Devi Yasaswi Vemula,

Devineni Venkata Ramana & Dr. Hima Sekhar MIC College of Technology (DVRHSMCT),
Kanchikacherla

Batch of 2023

Congratulations!

Hard work never goes in vain. As a result of your commendable performance, we are very happy to share a letter of intent. Please send across a signed copy of this letter confirming your acceptance. You will be designated as Graduate Engineer Trainee for the first year and your annual CTC will be Rs. 5,00,000/-.

We can't wait for you to discover Titan's defining characteristics such as its commitment to the experience of its internal and external customers, culture that fosters creativity, innovation and excellence, employee centricity and integrity.

As a young graduate, we look forward to you bringing in freshness of thought and action and contributing to Titan's constantly evolving growth story.

The team will be in touch with you over the next couple of months to help you get to know us a little better.

We are delighted to have you on board and welcome you to Titan Company Limited!

Best Regards,

Savita Vijayan



Lead - Talent Acquisition COE

Titan Company Limited

(Handwritten mark)

Reference Id: a053ce15-28a0-49d5-8c50-6e59d2deb74_1
Signed By: MAHESH VASUDEO ZURALE

Version 11.0 Aug-2023

1

Candidate's Signature _____

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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

Please refer to:



Job Profile - Packaged App Development Associate
Management Level - 12
Job Family Group - Software Engineering

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

Aritha Gadge
C12187738
3-84-1, Ramalayam Street, chevvuru village, G. Konduru mandal
9014762609

Date: 08/22/2023

Strictly Private and Confidential



19-402

Mahesh Vasudeo Zuraie
Senior Managing Director
Lead, Advanced Technology Centers, India



Yours sincerely,

Asritha Gadda

ACKNOWLEDGED AND AGREED

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accnture/auauthnlogin>

Company history-as well as tips on how to develop yourself (and your career) in the future. successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you

After accepting this Offer, we encourage you visit Countdown to the Company-

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.job.accenture.com/default.aspx>) using your unique reference number. candidate identification (CID) and mobile number within 7 days (Seven Days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven Days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of the Offer letter and Terms of Employment.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

19-402



Strictly Private and Confidential

Date: 08/21/2023

Manasa Ventraprada

C12175694

39-249/C, Main Road, Nancharamma Gudl Backside, Anasagar, Nandigama

9381968669

Dear Manasa Ventraprada,

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

Job Profile - Packaged App Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached Terms of Employment effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college, which shall be completed, without any delay or extension, within the course timeline as prescribed by the college/institution/university, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 1.0 Aug-2023

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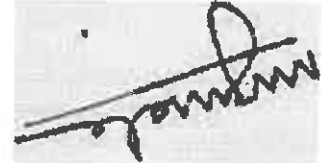
Reference Id: abf773fe-7d14-430c-867f-5ce635a6080f_1
Signed By: MAHESH VASUDEO ZURALE

Candidate's Signature

Training & Placement Officer
DVR & Dr HS MIC College of Technology

MCA-29

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Centers, India



Yours sincerely,

Maharaja Venkateswara

ACKNOWLEDGED AND AGREED

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accenture/auth/login>

(<http://careers.accenture.com/Microsoftsites/careers/welcome-India.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

After accepting this Offer, we encourage you visit Countdown to the Company-

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.job.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven Days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven Days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

MCA-29

6/6/23, 10:42 AM

DVR & Dr H S MIC College of Technology Mail - Fwd: Recall: Final reminder- Welcome to Deloitte family || Goodies Survey ||



TNP MIC College <tnp@mittech.ac.in>

19-524

Fwd: Recall: Final reminder- Welcome to Deloitte family || Goodies Survey ||

1 message

anjali vemuri <anjali Chowdary.v@gmail.com>
To: tnp@mittech.ac.in

Tue, Jun 6, 2023 at 10:40 AM

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

From: USI Consulting Campus <usiconsultingcampus@deloitte.com>
Date: Mon, May 22, 2023, 8:50 PM

To: Subject: Recall: Final reminder- Welcome to Deloitte family || Goodies Survey ||

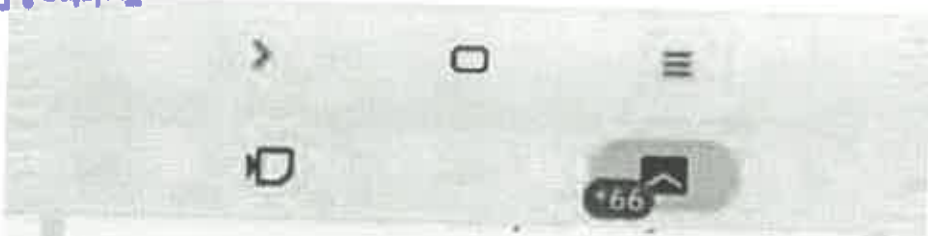
USI Consulting Campus would like to recall the message, " Final reminder- Welcome to Deloitte family || Goodies Survey ||".

This message (including any attachments) contains confidential information intended for a specific individual and purpose, and is protected by law. If you are not the intended recipient, you should delete this message and any disclosure, copying, or distribution of this message, or the taking of any action based on it, by you is strictly prohibited.

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https://mail.google.com/mail/u/0/?ik=195267ecd4&view=pt&search=all&permthid=thread-f:1767928756536757289&siml=msg-f:1767928756536757289 1/1
Training & Placement Officer
DVR & Dr H S MIC College of Technology



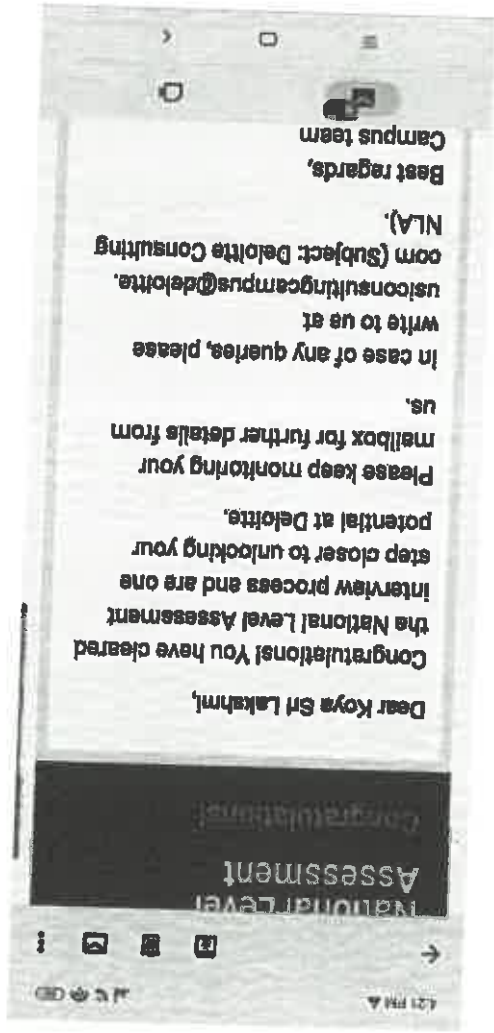
Dea Vemuri Krishithanjali,
Congratulations! You have cleared
the National Level Assessment
interview process and are one
step closer to unlocking your



Deloitte NLA 22 Mar
to me v

Deloitte Consulting NLA -
Interview Result
Inbox





Please read monitoring your mail

Training & Placement Officer



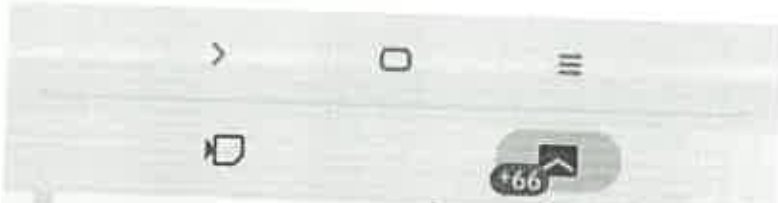
Dear Pulipati Sravya,
Congratulations! You have cleared the National
Level Assessment interview process and are
one step closer to unlocking your potential at
Deloitte.



Deloitte NLA 22 Mar
to me v



549



Dear Shaik Sama,
Congratulations! You have cleared
the National Level Assessment
interview process and are one
step closer to unlocking your

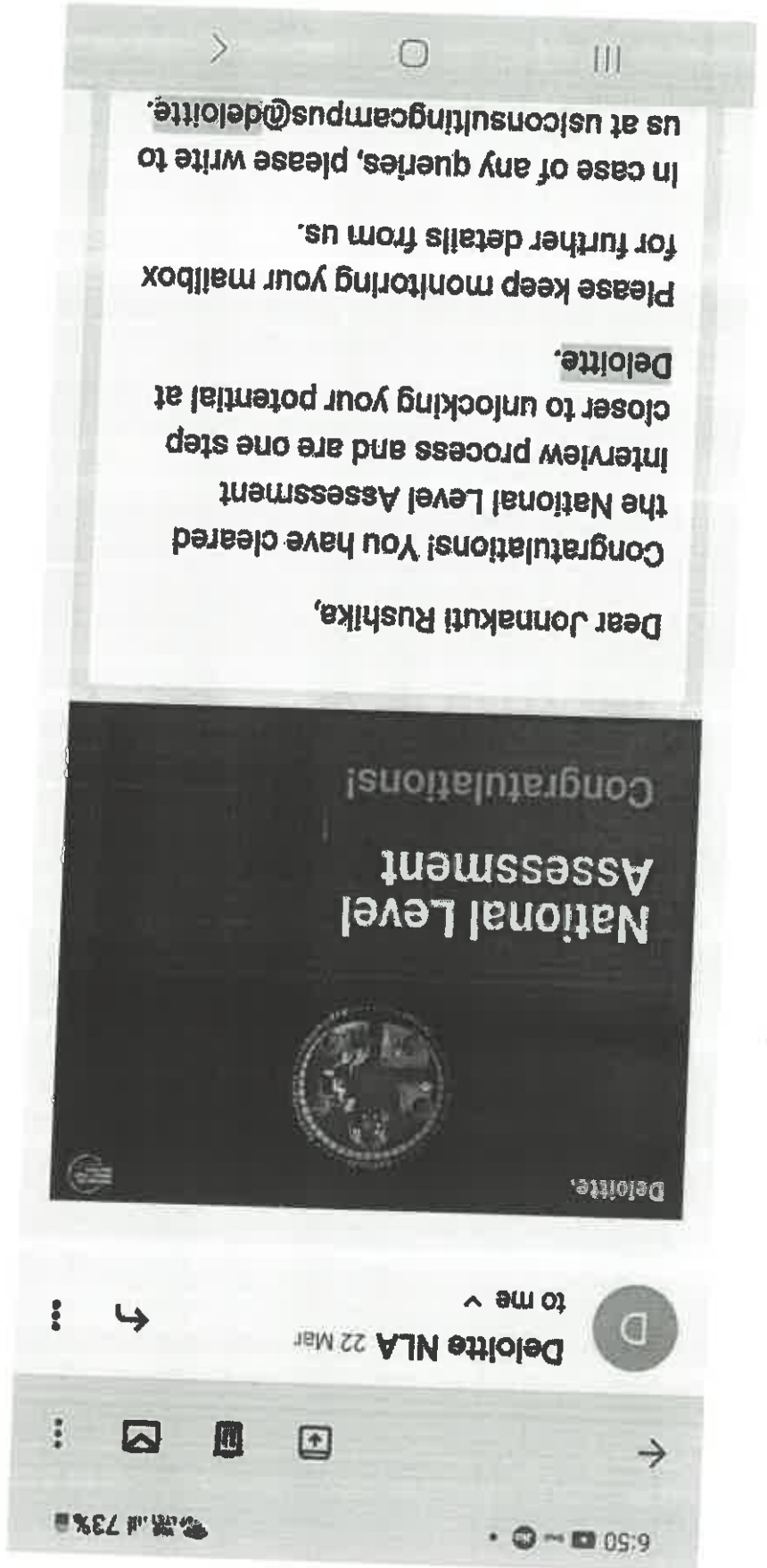


Deloitte
to me v
Deloitte NLA 22 Mar

Deloitte Consulting NLA -
Interview Result



6:39 PM S ...
41 23



1/30/23, 10:31 AM

DVR & Dr H S MIC College of Technology Mail - Selected Candidates List



TNP MIC College <tnp@mittech.ac.in>

Selected Candidates List

1 message

Siva Kishore N <sivakishore@snovasys.com>
To: TNP MIC College <tnp@mittech.ac.in>

Cc: Sai Sravani <saisravani@snovasys.com>, Siva Byrapuneni <siva@snovasys.com>

Mon, Jan 30, 2023 at 10:31 AM

Dear Prasad Garu,

Thank you for giving us the opportunity to recruit resources from your Campus. I am delighted to inform you that the following candidates have been selected by Snovasys software solutions Pvt. Ltd. in the Campus Placement Program held on 24th January 2023

S.NO	STUDENT NAME	BRANCH	FEEDBACK	CTC
1	Nayem Mahammed	CSE	SELECTED	5.5 LPA
2	Pulipati Sravya	CSE	SELECTED	4.5 LPA
3	Satya Kiran Parasaram	CSE	SELECTED	4 LPA
4	Nirmaldas Tammisetti	CSE	SELECTED	4 LPA
5	Leela Rallapudi	CSE	SELECTED	4 LPA
6	Ramanujam Sai tanuja	ECE	SELECTED	3.6 LPA
7	Challagiri Sirisha	CSE	SELECTED	4.5 LPA

Kindly make it convenient to communicate this message to your placement cell and students, so that the selected candidates should know about the confirmation towards their selection.

Thanks & regards,

Siva Kishore N
+919494093862

HR & RECRUITMENT

SNOVASYS

www.snovasys.com

Handwritten signature and date: 30/1/23

Training & Placement Officer
DVR & Dr HS MIC College of Technology
1/1
//mail.google.com/mail/u/0/?ik=195267ecd4&view=pt&search=all&permthid=thread-%3A1756422339940028332&siml=msg-%3A1756422339...

SNOVASYS SOFTWARE SOLUTIONS INDIA PVT LTD
(GST Number - 36AAFCK6891H1Z3)

Parent Head Office:

#21 Gonnerston, Mount Pleasant,

St. Albans, Hertfordshire,

London, AL3 4SY, United Kingdom

www.snovasys.com | info@snovasys.com

Indian Offices:

Hyderabad, Ongole

To,

Ramanujam Sai Tanuja D/O Sanjeeva Rao,

3-66-5, Surampalle,

Gannavaram,

Krishna (D.T),

Andhra Pradesh-521212,

Phone: 7013541975.

Offer Letter

Dear Ms. Ramanujam Sai Tanuja,

This is with reference to your application for employment and the subsequent interview with us.

We are pleased to offer you as an "Software Trainee Engineer" in Snovasys Software Solutions India Pvt. Ltd. With a Cost to Company (CTC) of Four Lakh (4 Lakhs Only) per annum (Ref Annexure-A) (Hereafter referred to as Annual Salary)

You will be based at Ongole

Your Employment with us will be governed by terms and conditions referred here in Annexure-B.

Please acknowledge a copy of this appointment letter.

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Indian Offices:

Hyderabad, Ongole

ANNEXURE-A:-

Salary Structure:

1. CTC 4 lakhs per annum after completion of probation period (Includes 10% of Loyalty Bonus paid at the end of the commitment period along with the salary of the following month.)
2. 4 months of probation period (Account pay of Rs.15,000/- per month)

SNOVASYS
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Indian Offices:

Hyderabad, Ongole

Employment Agreement (Annexure - B)

Agreement made as of this Date between Snovasys Software Solutions India Pvt. Ltd. herein called the "Employer" and Ms. Ramanujam Sai Tanuja, here in after called "Software Trainee Engineer", in consideration of the mutual promises and agreements herein contained, the Employer hires and employs the Employee, and the employee agrees to work for and enter the services of the Employer under the following terms hereby agree upon.

The Employee is hereby engaged to work in the capacity Software Trainee Engineer or any other capacity so designated.

The effective date of this agreement and the commencement of work here under shall be the date and the employment shall continue in the capacity stated in paragraph above until terminated as hereinafter provided.

Roles & Responsibilities as per the allocated role out of the list below:

- Software Development
- Software Testing
- Software support & maintenance
- Mentoring
- Document preparation

Code of Conduct: During the period of this employment, Employee will serve honestly, faithfully, diligently and efficiently for the growth of the Company. Employee shall conduct in conformity with the code of conduct, as in force from time to time. Further, you shall carry out the instruction in letter & spirit, given by your superiors and shall not disobey any instructions given. Employee shall not indulge in any unethical practices like "go slow" or non-cooperation etc. Employee would be required to apply & maintain the highest standards of personal conduct and integrity and comply with all the policies and procedures of the Company with punctuality. Employees do not do any practices, which directly or indirectly affects Company reputation.

Role Switch as per Employer need: Employee could be switched or allocated additionally to any of the roles during the employment period. The total list of roles include development, QA, QA Lead, Analyst,



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After leaving the company:

• Employee will remove all the source code from their computer(s), hard drive(s), cloud (s) internal or external to the company.

• Employee confirms that he has never subcontracted the work to any other during his employment

• Employee has not distributed the source code to any other.

• Employee had full control of the source code given to him at all times and can confirm that source code was safe, secure at all times under Employee's visibility

• Employee takes the responsibility to ensure all the work is carried out following all the legal guidelines as applicable

• there was no chance that any other could have stolen or copied the source code from employee's computers

• Employee do not have any backups of the source code in any form including but not limited to cloud, printed, hard disk, pen drive.

• Employee do not have any way of retrieving the source code after he leaves the employment

• Employee confirms that he does not hold any access keys, security information that can or will be used to access clients computers or clients IT resources

• No backups or archives are kept in connected or disconnected form or printed form.

• Any known violations will be immediately notified to the employer via at least one form of communication with full disclosure on how the violation has happened

• Source code was not uploaded into any publicly shared sites with any intention. Non-profit reasons are not valid justification.

• Employee has followed the industry standard coding standards and there will no violation of any copyrights to any other individual, organization or company or any other companies

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ANNEXURE - C

At the time of joining, Employee is requested to bring the following documents (Wherever applicable) in *Original*, along with a photocopy of each.

1. Resume supplied for the interview
2. All educational documents right from 10th to highest degree (need to bring originals for verification)
3. Filled Employment background application form (if applicable)
4. PAN Card and proof of PAN Number (If applicable)
5. Valid passport will be required in case Employee is advised to travel onsite projects
6. Relieving letter or duly accepted resignation letter from present employer, previous salary bank statements and experience letter from all your previous and present employers (if applicable)
7. Latest six months' Pay slips from present employer (if applicable)
8. Form 12B/ Form 16 from all previous and present employers (if applicable)
9. Four passport size photographs
10. Any proof of present address and Proof of permanent address

Please bring all the certificates supporting educational qualifications along with mark sheets and any other relevant documentation in original for verification only.



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NON-DISCLOSURE AGREEMENT

(DISCLOSURE BY Snovasys Software Solutions India Pvt Ltd.)

Effective Date: 12th June 2023

Snovasys Software Solutions India Pvt Ltd. ("Provider")

And. Ms. Ramannujam Sai Tanuja ("Recipient")

Background:

The Provider may already have disclosed and wishes further to disclose certain information of a confidential nature and to protect such information as set out in this Agreement.

It is agreed:

1. In this Agreement:

(a) "Confidential Information" means all confidential and proprietary information disclosed by the Provider to the Recipient (whether before, on or after the Effective Date) including, without limitation, business information relating to The Provider's business projects, ideas, product roadmaps, know-how, research and development, designs, processes, drawings, and financial, marketing and sales information. Confidential Information may be disclosed orally or in written or electronic form. Only when it is required for the company.

(b) "Purpose" means to develop marketing and business plans for a project for the Provider.

2. The Recipient is permitted to use Confidential Information solely for the Purpose. It shall not make copies of the Confidential Information except to the extent reasonably necessary for the Purpose. The Recipient shall ensure that Confidential Information is only provided to those of its employees and directors who have a need to know the same for the Purpose and who are bound by appropriate confidentiality undertakings.

SNOVASYS

SNOVASYS SOFTWARE SOLUTIONS INDIA PVT LTD
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7. The Recipient agrees that any breach of this Agreement will result in irreparable harm to the Provider for which damages would be an inadequate remedy. Therefore, in addition to its rights and remedies otherwise available at law, the Provider shall be entitled to equitable relief, including injunction, in the event of such breach.

8. This Agreement constitutes the entire agreement between the parties concerning the subject matter. All additions or modifications must be made in writing and must be signed by an authorised representative of each party. Any action related to this Agreement will be governed by the Laws of India.

Snovasys Software Solutions India Pvt Ltd

Print name: Srihari Kohapalli

CEO

Date: 12th June 2023

Print name: Ramannujam Sai Tanuja

Software Trainee Engineer

Date: 12th June 2023

DocuSign by: Srihari Kohapalli

DocuSign by: R. Sai Tanuja



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This will not be included in any of the amounts calculated as part of the commitment breaking clause as above.

Working Hours: Employee working hours will be the working hours of the office from which you operate. There may be occasions when you may have to work beyond normal office hours or during non-working days, due to the exigencies of the Company's business and you will not be entitled to any additional compensation on that account. Official working hours may increase or decrease during the commitment period.

Guidelines concerning inventions and improvements: Any invention, improvement or design conceived by you while in our employment, which is within the existing or contemplated scope of the business of the Company, shall become the Company's exclusive property as per Section 17 (c) of the Indian Copyright's Act, 1957. For purposes of this section the expression "the Company" shall in addition to Snovasys Software Solutions India Pvt. Ltd, mean and include any firm, person or company subsidiary, affiliate with the company or business partners.

Confidentiality: Employee are required to strictly maintain the confidentiality of and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other person and in particular any employee of the Company. Such disclosure will be viewed seriously and you are liable for disciplinary action as per rules of the Company.

Non-Compete Agreement: Employer has trade secrets and introduces those to the employee during the course of employment. Employee agrees to non-indulge in any further employment or activity that will benefit employer's direct or indirect businesses. This includes further employment or sharing any trade secrets etc.

Proprietary Information: Employee will not disclose to anyone outside the Company, and will not use except in the business of the Company, any confidential, proprietary or secret information or material relating to the products, services, customers or business operations, personnel or activities of the Company, its licensors, or its clients, any formulae, processes, methods, machines, patents or ideas (collectively, "Proprietary Information"), either during or after employment by the Company in perpetuity, except with the written permission of the Company.

All Proprietary Information (whether or not learned, obtained or developed solely by you or jointly with others) shall remain the property of the Company, and that upon termination of employment or at any earlier time as requested by the Company, you will immediately deliver all Proprietary Information in your

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Indian Offices:

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like Screen monitoring etc. This would be used in ways that will help Employers go through measure, monitor and improve employee productivity. All the Employees must complete 8 hours of productive time on the Activity Tracker.

Notice period: During the probation if the employee leaves the company, he/ she will have to refund full salary drawn + cost of training incurred on him/her + any other expenses incurred in relation to the specific employment. There would not be a notice period during the probation from the employer.

The notice period after confirmation, will be 3 months from the employee and one month from the employer. If the employee leaves the company or gives notice to the company before completing the 3 years (unplanned) absences or sick absences or unapproved absences would not be included towards the commitment period), employee will have to refund all the incurred costs for the company including recruitment, training and any others as applicable which costs at least 50,000/- rupees along with 4 months of salaries to the day of relieving.

For any reason employee wishes to leave the company during the commitment period, employee is expected to give a minimum of 3 months' notice period along with refunding costs as specified above. On receiving a written request from employee to employer stating the reasons to leave, employer may choose to agree or not agree to reduce the costs to be refunded. The reasons could include falling seriously sick, unable to work, getting married and hence having to shift home, shifting home to a different place, problems to do with colleagues or any other problems. As far possible as Indian law applies, none of the reasons should be an excuse to waive off the commitment period. Employee is not eligible to get benefits and bonuses during notice period. And, all the salary payments would not be paid during the notice period and will be settled as part of the regular payroll of the month where the employee's last day falls in.

During the commitment period, if management observes negligence, willful incompetence or willful misconduct from employee in performing duties, employer at its own choice reserves the right to close the employee contract and still be eligible to collect the costs stated above. However, if the project is business critical and there is no replacement found, company reserves the right until such person is replaced and necessary handovers are completed.

Travel: Employee may be required to travel on Company business within India and or abroad. The duration of such visits may vary, depending upon the nature of the assignment. There are specific rules governing travel, both domestic and international travel. The Company reserves the right to modify such rules from time to time, to meet changing business needs and scenarios.



TNP MIC College <tnp@mlttech.ac.in>

HCLTech || Final Confirmation || Batch 2023 || MIC College of Technology

2 messages

Julia Thomas <julia.thomas@hcl.com>
 To: "tnp@mlttech.ac.in" <tnp@mlttech.ac.in>
 Cc: Ashish Bhalia <ashish.bhalia@hcl.com>, Disha Gupta <disha.gupta@hcl.com>, Baljot Singh <baljot_singh@hcl.com>, Prabhha Rawat <prabhha.rawat@hcl.com>

Classification: Internal

Dear Campus Partner,

Greetings from HCLTech!!

Thank you for your wonderful support in arranging the campus drive.

Below students are selected for the opportunity with HCLTech, please communicate to the respective student on their selection with HCLTech.

Candidate Name	Gender	Email	Graduation Specialization/ Branch
NADAKUDITI BHARGAVA RAM	MALE	BHARGAVRAM1622@GMAIL.COM	ELECTRICAL ENGINEERING
GUNJA BHANU LAKSHMAN	MALE	GUNJALUCKRY000@GMAIL.COM	ELECTRICAL ENGINEERING
SHAIK ZUBER AHMED	MALE	ZUBERAHMEDSHAIK14117@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
MOHAMMAD IMRAN	MALE	IMRANEEEMD@GMAIL.COM	ELECTRICAL ENGINEERING

Important Points:

1. CTC offered: 2.75 LPA

2. Selected Candidates should be willing to work on any assignment assigned by HCLTech including 24*7 operations and Shifts, willing to learn.

3. Selected Candidates should be willing to work in any location within India or abroad as assigned by HCLTech

4. Service Agreement for 12 Months (as applicable). In case they leave before completing 12 months, they are liable to pay 50K to the organization.

5. After successful completion of 12 Months they would be receiving a milestone bonus amount of 50K from the organization.

Please Note:

Their joining with HCLTech is subject to BGV Clearance, Re-hire Policy (in case applicable) and Eligibility criteria as follows:

1. Minimum 60% /6.0 CGPA throughout in all academics (10th, 12th/Diploma, Graduation) & no Backlogs. Any backlogs will revoke your offer from HCLTech.

2. B.E/B. Tech Graduation passing Year 2023

Pre-joining Training (if applicable) will be triggered and the same needs to be completed prior to joining.

Training & Placement Officer

TNP MIC College of Technology

https://mail.google.com/mail/u/0/?ik=195267ecd4&view=pt&search=all&permthid=thread-f:1763349271956186462&siml=msg-f:1763349271956186462



TNP MIC College <tnp@mltech.ac.in>

HCLTech || Final Confirmation || Batch 2023 || MIC College of Technology

Julieha Thomas <julieha_thomas@hcl.com>

To: "tnp@mltech.ac.in" <tnp@mltech.ac.in>

Cc: Ashish Bhalla <ashish.bhalla@hcl.com>, Bajlot Singh <bajlot_singh@hcl.com>, Prabhha Rawat <prabhha.rawat@hcl.com>

Classification: Internal

Dear Campus Partner,

Greetings from HCLTech!!

Below is the additional selections

Candidate Name	Gender	Email	Graduation Specialization/ Branch
KOLIPARA YESWANTH KUMAR	MALE	KOLIPARAYESWANTHKUMAR@GMAIL.COM	ELECTRICAL ENGINEERING
K. DHANVANTAR	MALE	KURMALADHANVANTAR@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
AKSHAYA GUDE	FEMALE	AKSHAYAGUDE2000@GMAIL.COM	ELECTRICAL ENGINEERING

Important Points:

1. CTC offered: 2.75 LPA

2. Selected Candidates should be willing to work on any assignment assigned by HCLTech including 24*7 operations and Shifts, willing to learn.

Selected Candidates should be willing to work in any location within India or abroad as assigned by HCLTech

4. Service Agreement for 12 Months (as applicable). In case they leave before completing 12 months, they are liable to pay 50K to the organization.

5. After successful completion of 12 Months they would be receiving a milestone bonus amount of 50K from the organization.

Please Note:

Their joining with HCLTech is subject to BGV Clearance, Re-hire Policy (in case applicable) and Eligibility criteria as follows:

1. Minimum 60%/6.0 CGPA throughout in all academics (10th, 12th/Diploma, Graduation) & no Backlogs. Any backlogs will revoke your offer from HCLTech.

2. B.E/B. Tech Graduation passing Year 2023



Fwd: HCLTech || Final Confirmation || Batch 2022/2023

1 message

To: "Jyothi Srvalli" <srvalli1321@gmail.com>
<tnp@mictech.ac.in> <tnp@mictech.ac.in>

Tue, Jul 11, 2023 at 10:10 AM

TNP MIC College <tnp@mictech.ac.in>

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

From: Poonam Sharma <poonam-sharma@hcl.com>

Date: Tue, 20 Jun, 2023, 10:35 pm

Subject: HCLTech || Final Confirmation || Batch 2022/2023

To: srvalli1321@gmail.com <srvalli1321@gmail.com>

Dear Candidate,

Greetings from HCLTech!!

We are glad to inform you that you have been selected for the opportunity with HCLTech.

S No.	Application No.	Candidate Name	Gender	Email	Graduation Degree Specialization
1	HCLTFP163020	Jyothi srvalli	Female	srvalli1321@gmail.com	Electronics and Tele-Communication

Important Points:

1. CTC offered: INR 3.25 LPA
2. Selected Candidate should be willing to work on any assignment assigned by HCLTech including 24*7 operations and Shifts, willing to learn.
3. Selected Candidate should be willing to work in any location within India or abroad as assigned by HCLTech.
4. Service Agreement for 12 Months (as applicable). In case you leave before completing 12 months, you are liable to pay 50K to the organization.

Please Note:

- Joining with HCL is subject to BGV Clearance, Re-hire Policy (in case applicable) and Eligibility criteria as follows:
1. Minimum 65% /6.5 CGPA throughout in all academics (12th/Diploma, Graduation) & no Backlogs.
 2. B.E/B. Tech Graduation passing Year 2022,2023
- Pre-Joining Training (if applicable) will be triggered and the same needs to be completed prior to joining.

Thanks & Regards

Poonam Sharma

Associate Manager- Campus Relations

HCLTech



Poonam Sharma 3:28 PM

to me v



542

Dear Candidate,

Greetings from HCLTech!!

We are glad to inform you that you have been selected for the opportunity with HCLTech.

S No.	Application No.	Candidate Name	Gender	Email Id	Graduation Degree Specialization
1	HCLTFP505437	Saisri Bolla	Female	bollasaisri@gmail.com	Computers engineering

Important Points:

1. CTC offered: INR 3.25 LPA
2. Selected Candidate should be willing to work on any assignment assigned by HCLTech including 24*7 operations and shifts, willing to learn.
3. Selected Candidate should be willing to work in any location within India or abroad as assigned by HCLTech.



TNP MIC College <tnp@mictech.ac.in>

Fwd: HCLTech || Final Confirmation || Batch 2022/2023

Kod Ruddy <koteswar191@gmail.com>

To: tnp@mictech.ac.in

Tue, Aug 22, 2023 at 11:59 AM

Forwarded message
 From: Poornam Sharma <poornam-sharma@hcl.com>
 Date: Fri, 28 Jul, 2023, 12:21 pm
 Subject: HCLTech || Final Confirmation || Batch 2022/2023
 To: koteswar191@gmail.com <koteswar191@gmail.com>

Dear Candidate,

Greetings from HCLTech!

We are glad to inform you that you have been selected for the opportunity with HCLTech.

S No.	Application No.	Candidate Name	Gender	Email Id	Graduation Degree Specialization
18	HCLTFP173708	Koteswaramma Madduru	Female	koteswar191@gmail.com	Electronics and Communication Engineering

Important Points:

1. CTC offered: INR 3.25 LPA
2. Selected Candidate should be willing to work on any assignment assigned by HCLTech including 24*7 operations and Shifts, willing to learn.
3. Selected Candidate should be willing to work in any location within India or abroad as assigned by HCLTech.
4. Service Agreement for 12 Months (as applicable). In case you leave before completing 12 months, you are liable to pay 50K to the organization.

Please Note:

Joining with HCL is subject to BGV Clearance, Re-hire Policy (in case applicable) and Eligibility criteria as follows:

1. Minimum 65% /6.5 CGPA throughout in all academics (12th/Diploma, Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2022,2023

Pre-joining Training (if applicable) will be triggered and the same needs to be completed prior to joining.

Kindly acknowledge the above points by filling out the below attach form by 27th July 2023 to confirm your selection with HCLTech

<https://forms.office.com/WT7YCsYFRump>

Thanks & Regards

Poornam Sharma

Associate Manager- Campus Relations

HCLTech

Superehring Progress™

hcltech.com

HCL does not charge any money for hiring or background verification. Beware of Fraudulent.

DISCLAIMER:

The contents of this e-mail and any attachments are confidential and intended for the named recipient(s) only. E-mail transmission is not guaranteed to be secure or error-free as information could be

Training & Placement Officer



DVR & Dr H S MIC College of Technology

Appointment Process Letter – Offer Letter



Congratulations,

Candidate Name – Meesala Sravana Sandhya / HCLFCG732012

You successfully join to HCL First Careers. Kindly inform you that your joining date is 12th of Jun 2023.

Meesala Sravana Sandhya D/O Mr. Meesala Chandra Rao

E-mail id: sravanasandhya553@gmail.com

Contact No. 9542590959

Address : House No. 5-78/1, Sri Manikanta Nilayam, Opp Ankitha Apartment, Ramavarappadu, VTC:Vijayawada (Rural), PO:Ramavarappadu, Dist:Krishna, Andhra Pradesh - 521108.

Appointment Letter Date: 5th Jun 2023

HCL Appointment Branch : Special Economic Zone, 129, Jigani, Bommasandra Jigani Link Rd, Industrial Area, Bengaluru.
Post : Data Analyst / Software Developers
C.T.C : Starting Salary of INR - 3, 16,248 to 9, 18,221 Per Year .

Operationalize your data and analytics strategy with HCLTech

Data is the currency of today's digital economy, and enterprises across every industry are taking the next step in their journey toward data lifecycle management. For some, that next step is to establish data governance and make their data better accessible across the organization. For others, it's infusing data into organizational operations and decision-making. Wherever you find yourself on the road to data maturity, HCLTech is here to help.

HCLTech's data and analytics capabilities enable our clients to become more intentional with how their data is collected, consumed, and applied to achieve better business outcomes. We understand that data landscapes vary widely both across and within organizations, and our human-centered consulting approach allows us to put ourselves in your shoes and devise data solutions that move your enterprise ahead on its data maturity initiatives.

Our approach to data & analytics

We believe that data and analytics transformations call for extensive industry expertise, expertise in the ever-evolving field of data and AI, and an open-ended approach to innovation. That's why our data and analytics practice employs a top-down approach to delivering complex transformations:

- Strategic differentiation: Our data and analytics leaders bring novel PoVs and original approaches to our customers.
- Optimal execution: Complementing this strategic differentiation is our FENIX 2.0 framework, which helps us operationalize your data-driven transformations along the shortest and highest ROI pathways.
- Delivery model: Our unique service delivery model FENIX 2.0, supported by highly experienced engineers covers the complete information and insight lifecycle for customers and delivers your transformation in a collaborative, customer centric and agile manner.

592



TNP MIC College <tnp@mictech.ac.in>

Fwd: HCLTech|| Formal Acceptance

1 message

Sameera Shaik <saheilsameera@gmail.com>
To: tnp@mictech.ac.in

Thu, Jul 27, 2023 at 2:55 PM

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

From: E-School Connect <E-SchoolConnect@hcl.com>
Date: Fri, Jul 14, 2023, 2:27 PM
Subject: HCLTech|| Formal Acceptance
To: E-School Connect <E-SchoolConnect@hcl.com>

Classification: Public

Year Candidate,

Please share your formal acceptance by filling out the below attached form by 15th July 2023 to confirm your selection with HCLTech.

<https://forms.office.com/r/7YCsYFRmpf>

Thanks & Regards,

Pralibha Rawat

Campus Hiring Team

HCLTech

Supercharging Progress™

hcltech.com

id:image001.jpg@01D8D196.F046EFF0

HCLTech does not charge any money for hiring or background verification. Beware of Fraudulent.

::DISCLAIMER::

The contents of this e-mail and any attachments are confidential and intended for the named recipient(s) only. E-mail transmission is not guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or may contain viruses in transmission. The e-mail and its contents (with or without referred errors) shall therefore not attach any liability on the originator or HCL or its affiliates. Views or opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

-----Forwarded message -----
From: Poonam Sharma <poonam-sharma@hcl.com>
Date: Fri, 28 Jul, 2023, 12:04 pm

Subject: HCLTech || Final Confirmation || Batch 2022/2023
To: anjalichowdary.v@gmail.com <anjalichowdary.v@gmail.com>

Dear Candidate,

Greetings from HCLTech!!

We are glad to inform you that you have been selected for the opportunity with HCLTech.

S No.	Application No.	Candidate Name	Gender	Email ID	Graduation Degree Specialization
1	HCLTFP173676	Krishithanjali	Female	anjalichowdary.v@gmail.com	Computers engineering

Important Points:

1. CTC offered: INR 3.25 LPA
2. Selected Candidate should be willing to work on any assignment assigned by HCLTech including 24*7 operations and Shifts, willing to learn.
3. Selected Candidate should be willing to work in any location within India or abroad as assigned by HCLTech.
4. Service Agreement for 12 Months (as applicable). In case you leave before completing 12 months, you are liable to pay 50K to the organization.

Please Note:

1. Minimum 65% /6.5 CGPA throughout in all academics (12th/Diploma, Graduation) & no Backlogs.
2. B./B. Tech Graduation passing Year 2022,2023

Pre-joining Training (if applicable) will be triggered and the same needs to be completed prior to joining.

Kindly acknowledge the above points by filling out the below attach form by 27th July 2023 to confirm your selection with HCLTech

<https://forms.office.com/r/ZYCsYFRmP>

Thanks & Regards

Poonam Sharma

Associate Manager- Campus Relations

HCLTech

Supercharging Progress™

hcltech.com

Training & Placement Officer
DVR & Dr HS MIC College of Technology



HCLTech || Final Confirmation || Batch 2022/2023

3 messages

Poonam Sharma <poonam-sharma@hcl.com>

To: snehayallampalli@gmail.com <snehayallampalli@gmail.com>

Dear Candidate,

Greetings from HCLTech!!

We are glad to inform you that you have been selected for the opportunity with HCLTech.

S No.	Application No.	Candidate Name	Gender	Email	Graduation Degree Specialization
1	HCLTFP423867	Sneha	Female	snehayallampalli@gmail.com	Information Technology

Important Points:

1. CTC offered: INR 3.25 LPA

2. Selected Candidate should be willing to work on any assignment assigned by HCLTech including 24*7 operations and Shifts, willing to learn.

3. Selected Candidate should be willing to work in any location within India or abroad as assigned by HCLTech.

4. Service Agreement for 12 Months (as applicable). In case you leave before completing 12 months, you are liable to pay 50K to the organization.

Please Note: Joining with HCL is subject to BGV Clearance, Re-hire Policy (in case applicable) and Eligibility criteria as follows:

1. Minimum 65% / 6.5 CGPA throughout in all academics (12th/Diploma, Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2022,2023

Pre-joining Training (if applicable) will be triggered and the same needs to be completed prior to joining:

Thanks & Regards

Poonam Sharma

Associate Manager- Campus Relations

HCLTech

Supercharging Progress™

hcltech.com

HCL does not charge any money for hiring or background verification. Beware of Fraudulent.

Training & Placement Officer
DVR & Dr HS MIC College of Technology

19-1250



TNP MIC College <tnp@mictech.ac.in>

Campus Recruitment 2023 Batch

Fri, Dec 2, 2022 at 6:37 PM

Jinta J <jinta.j@parkcontrols.com>
 To: TNP MIC College <tnp@mictech.ac.in>
 Cc: sooryaprabha.u@parkcontrols.com, harsha.k@parkcontrols.com

Hi Mr. Prasad,

We have completed the technical interview for the shortlisted students. Please find the selected students.

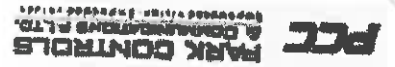
Kindly confirm us after checking with students if they are interested to proceed further and how soon they can be on boarded.

Name	Mobile	Email
Tummala Hemasri	9391443537	hematummala789@gmail.com
Gadde Asritha	9014762609	asrithagadde83272@gmail.com

Warm Regards

Jinta Joseph

Manager- HR & Admin



P: +91 80 2529 2519 / 264
 M: +91 7019288344 / 8147296047

E-mail- jinta.j@parkcontrols.com

www.parkcontrols.com

[mailto:tnp@mictech.ac.in]
 Sent: 01 December 2022 15:32

To: Jinta J <jinta.j@parkcontrols.com>

Subject: Re: Campus Recruitment 2023 Batch

[Caution: This message came from an external domain. Please report if there are any suspicious attachments, links or requests for sensitive information.]

Dear Madam,

We are herewith forwarding the Asritha Gadde Resume as an attachment.

https://mail.google.com/mail/u/0/?ik=195267ecd4&view=pt&search=all&permmsgid=msg-f:1751107525338306013&siml=msg-f:1751107525338306013 1/9
 Training & Placement Officer
 DVR & Dr HS MIC College of Technology

19H21A0460



OFFER LETTER

December 5, 2022

Chepur Aditya Sai Akhii

Pune City

Maharashtra

PAN NO:

ADHAAR No:

Dear Mr Chepur,

Reference to your application and subsequent interviews, we are pleased to offer you the followings.

1. Designation: Software Developer

2. Salary: 3,00,000 CTC Per Annum (Rupees Three Lakhs Only)

Annexure

Name
Chepur Aditya Sai Akhii

Description	Gross Monthly	Per Annum
Gross Basic	21,100	2,53,200
Gross HRA	1,055	12,660
Gross Conveyance	0	0
SA	1,831	21,972
Gross Salary	23,986	2,87,832
PF Employer Contribution as per EPF Act	0	0
ESI Employer Contribution as per ESI Act	0	0
Bonus as per Payment of Bonus Act	0	0
Gratuity as per Payment of Gratuity Act	1,014	12,168
Total CTC	25,000	3,00,000

3. Probation Period: 6 months

4. Notice Period: 3 months

5. Agreement: NDA to be executed

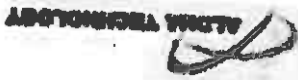
6. Validity: 30 Days from the date of offer letter

7. Other Terms & Conditions: You will be governed by the rules and regulations of the Company as applicable to your category of employees.

Thanking You

For Aloma Technology Pvt. Ltd

Training & Placement Officer
DVR & Dr HS MIC College of Technology



OFFER LETTER

December 5, 2022

Chepuri Aditya Sai Akhil

Pune City

Maharashtra

PAN NO:

ADHAR No:

Dear Mr Chepuri,

Reference to your application and subsequent interviews, we are pleased to offer you the followings.

1. Designation: Software Developer
2. Salary: 3,00,000 CTC Per Annum (Rupees Three Lakhs Only)

Annexure

Name Chepuri Aditya Sai Akhil

Description	Gross Monthly	Per Annum
Gross Basic	21,100	2,53,200
Gross HRA	1,055	12,660
Gross Conveyance	0	0
SA	1,831	21,972
Gross Salary	23,986	2,87,832
PF Employer Contribution as per EPF Act	0	0
ESI Employer Contribution as per ESI Act	0	0
Bonus as per Payment of Bonus Act	0	0
Gratuity as per Payment of Gratuity Act	1,014	12,168
Total CTC	25,000	3,00,000

3. Probation Period: 6 months

4. Notice Period: 3 months

5. Agreement: NDA to be executed

6. Validity: 30 Days from the date of offer letter

7. Other Terms & Conditions: You will be governed by the rules and regulations of the Company as applicable to your category of employees.

Thanking You

For Alpha Technology Pvt. Ltd



TNP MIC College <tnp@mlitech.ac.in>

Unschool Recruitment Drive at MIC College

Mourya Krishna <mourya@unschool.in>

To: Dheemanth Reddy <dheemanth@unschool.in>

Cc: TNP MIC College <tnp@mlitech.ac.in>, shivani.g@unschool.in, Rahul Varma <rahul@unschool.in>, Elizabeth Jacob <elizabeth.j@unschool.in>, Bhavya Deepthi <bhavya.d@unschool.in>

Dear K. Prasad,

I hope you are doing well and let me take this opportunity to thank you for a smooth recruitment drive conducted at your campus. Please find the list of students selected from your campus below:

- Poornima Sunnapu
- Appalabhaktulu Kavya
- Balleni Lakshmi Deekshitha
- Sayyad Abdulla
- Sravya Pulipati
- Aritha Gadde
- Annavarapu Omkar
- Likitha Kallepalli
- Adusumilli Harshini
- Thaneru Asritha
- Pauli Krupakar Garlapati
- Balusupati Chatanya
- Sahilu Chintala Cheruvu
- Mahankali Sushmita Shivalli
- Desani Navya
- Bolla Sahithya

I kindly request you to share this form with all the selected students, so that we can collect the required details to issue the offer letters. We wish to provide the students with 01 December 2022 as the joining date, I hope that is feasible.

As a token of gratitude, we wish to provide 1000 free Unschool Course licenses for a trial period of 45 days to your students. The course license that we wish to provide the students unlocks a library of 200+ courses ranging from Artificial Intelligence to Learning Magic online. The objective of providing these courses to your students is to help them choose a career path ahead in the learning journey and get a piece of first-hand knowledge on how the industry works.

Students who enroll for these courses shall be getting the following:

- Online Learning Pre-recorded courses
- Weekly Guest lectures from Industry Experts
- Access to Unschool Community that enables students to get connected with industry experts and fellow peers directly.
- Course Completion Certificate.
- Quizzes and Projects as part of the Course Modules for each course.

As per our discussion with your esteemed Director Sir please find our Industry-Institution MoU in the attachment. I kindly request you to reach out to me in case you are having any queries.

If you find everything good to go to, I kindly request you to let me know a feasible date for the MoU signing date. Thank you.

[Quoted text hidden]

DVR & Dr. HS MIC College of Technology and Unschool MoU [Draft].pdf 235K

Training & Placement Officer
DVR & Dr HS MIC College of Technology

unschool

EMPLOYMENT AGREEMENT

This EMPLOYMENT Agreement (this "Agreement") is made and executed on this 7th Nov 2022 at Hyderabad (hereinafter referred to as the "Effective Date").

By And Between

Edupolis Education Technology Private Limited, a company incorporated under the Companies Act, 2013 having CIN U72900TG2021PTC149055 and its registered office at Unschool, S2, CRESCENT TOWERS, PLOT -1018 PRAGATHI NAGAR, ABOVE KARUR WSYA BANK, HYDERABAD TG 500090 IN, represented by one of its director Mr. Rahul Varma ("Company" or "Employer" which expression shall, where the context so admits, include its heirs, successors, executors and permitted assigns);

And

Sayad Abdulla S/D/O Sayad Ibrahim aged about 22 years and presently residing at 11-76, Chandamama Peta, Nandigama, Krishna distric 521185 hereinafter referred to as the "Employee", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include his heirs, executors, administrators, permitted assigns and legal representatives).

WHEREAS:

A. In connection with the offer letter given by the Company date 1st Dec 2022, the Company desires to employ the Employee and the Employee accepts the employment of the Company.

B. In order to more clearly define the relationship between the Company and Employee, the Company and Employee desire to execute this Agreement; and

C. The Company's engagement and continual employment of the Employee is conditioned upon the Employee's express acceptance of and adherence to the terms set forth in this Agreement.

The Company and the Employee shall hereinafter be collectively referred to as "Parties" and individually as "Party".

Words of any gender are deemed to include those of the other gender such as "he" include "she".

IN CONSIDERATION OF THE MUTUAL COVENANTS HEREIN CONTAINED AND OF THE MUTUAL BENEFITS HEREIN PROVIDED, THE COMPANY AND THE EMPLOYEE AGREE AS FOLLOWS:

19-458

1. Definitions:

1.1 "Affiliate" shall mean a Person that directly or indirectly through one or more intermediaries, controls, or is controlled by, or is under common control with, a specified Person, provided that, in respect of an Employee, Affiliates shall include his relative (as is such term defined in the Companies Act, 2013). For purposes of this definition, "control" means the possession, directly or indirectly, of the power to elect more than 50% of the governing board of such Person or to direct to cause the direction of the management and policies of the Person, whether through ownership of voting securities, partnership or limited liability interests, non-profit membership, contract or otherwise.

1.2 "Business" shall mean and include (i) e-learning platform for students (iii) and such other business as the Company may start in the ordinary course of business;

1.3 "Business Days" shall mean days other than, Sunday and public holidays in Hyderabad;

1.4 "Control" shall mean, with respect to any Person: (i) the ownership of more than 50% (fifty percent) of the equity shares or other voting securities of such Person, (ii) the possession of the power to direct the management and policies of such Person, or (iii) the power to appoint a majority of the directors, managers, partners or other individuals exercising similar authority with respect to such Person by virtue of ownership or management or contract or in any other manner, whether directly or indirectly, including through one or more other Persons; and the term "Common Control" and "Controlled by" shall be construed accordingly;

1.5 "Non-Compete Period" shall mean the period commencing on from the Effective Date and expiring after 12 (twelve) months from the termination of employment of the Employee in terms of this Agreement;

1.6 "Non-Competing Business" shall mean and include any business which does not compete, either directly or indirectly, with the Business or any other business as conducted / engaged by the Company, its Subsidiaries and Affiliates, from time to time.

1.7 "Person" shall mean an individual, an association, a corporation, a partnership, a joint venture, a trust, an unincorporated organization, a joint stock company or other entity or organization, including a Government or political subdivision, or an agency or instrumentality thereof and/or any other legal entity;

1.8 "Subsidiary" shall have the meaning given to it under the Companies Act, 2013;

1.9 "The standard working hours" for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

2. Duties and Functions.

2.1 Upon the commencement of this Agreement, the Employee shall occupy the position and perform the duties of Business Operations Executive of the Company. The Employee shall fulfill such general duties and responsibilities as are consistent with such position and as are assigned to him from time to time by the Company. Further, the Employee shall perform his duties and functions in such a manner as to achieve the goals set by the Company.

2.2 The Employee agrees that he shall be posted at Telangana, Hyderabad. However, during employment with the Company, the Employee may be posted/ transferred at any place in India to any of the offices of the Company or Affiliates existing or to be set up, without any additional remuneration at the sole discretion of the management of the Company.

- 2.3 The Employee shall devote all his business time, attention and energies to the Business.
- 2.4 The Employee agrees that he will, at all times, while performing services for the Company, devote his reasonable best efforts, skill and ability and shall perform his responsibilities in a competent and professional manner.
- 2.5 The Employee further agrees that during the term of this Agreement, he shall not render commercial or professional services of whatsoever nature to any person or organization, whether or not, for pecuniary gain.
- 2.6 The Employee agrees and undertakes that during the term of this Agreement, he shall not hold any position (whether directly or indirectly, for profit or not) in any company, organization, entities, partnership and/or joint venture without the prior written consent of the Company.
- 2.7 The Employee agrees to abide by the rules, regulations, human resource manual, stock option scheme, personnel policies and other policies of the Company and any change thereof which may be adopted by the Company from time to time ("HR Manual").

3. Compensation and Benefits.

- 3.1 The Employee shall be entitled to the following compensations and benefits as given below:
 3.1.1 Remuneration: The Employee shall be entitled to the remuneration as set out in detail in SCHEDULE 1 annexed hereto.

- 3.2 Reimbursement of Expenses. Upon presentation of supporting documentation as may be reasonably satisfactory to the Company, the Company may as per the its policies, reimburse all business-related expenses incurred by the Employee in the performance of his duties hereunder, including, without limitation, those incurred in connection with business-related travel, boarding and lodging, telecommunications and entertainment in accordance with Company's policy in this regard.
- 3.3 Withholding & Taxation. The Remuneration (cost-to-company) paid to the Employee hereunder shall be subject to applicable taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable Law. Any tax liability arising in respect of payments made pursuant to the Agreement or income earned by the Employee while the Agreement is in effect shall be borne solely by the Employee. The Company shall only be responsible for withholding taxes from the payments made to the Employee pursuant to the Agreement and payment thereof to the credit of the government in accordance with the Income Tax Act, 1961.
- 3.4 Leaves and benefits: Subject to the applicable laws, the Employee shall be eligible for certain leaves such as casual leaves, sick leaves etc. The terms and conditions for such leaves is governed by the HR Manual of the Company and the Company reserves the right to modify the terms of such HR Manual without any consent of the Employee.
- 3.5 Relocation Reimbursement Benefits: Company shall reimburse as per norms for the expenses he/she and his/her family incur in relocating to the metropolitan area as required by the job in accordance with Company's Relocation Plan and/or as otherwise agreed by Company. In the event that Employee's employment is terminated within one year following the joining date (i) by Employee or (ii) by the Company, Employee shall and hereby does agree to repay the Company in full for the Relocation Reimbursement done by the company.
- 3.6 Joining Bonus Benefits: If employee shall be entitled to receive a joining bonus, the joining Bonus will be paid no later than 30 days following the joining Date. In the event that Employee's employment is terminated within one year following the joining date (i) by Employee or (ii) by the Company, Employee shall and hereby does agree to repay the Company in full for the joining Bonus.

4. Term of the Agreement.

- 4.1 The Parties acknowledge that Employee's employment with the Company commenced on Effective Date and agree that it will continue unless terminated by either Party in accordance with the provisions of this Agreement ("Term"); Provided, however, that the employee agrees to serve the company for a minimum period of 3 months from the effective date.

5. Termination of the Agreement.

5.1. Termination by Company for Cause;

5.1.1. The term "Cause" shall include;

- a) Unauthorized leaves taken from the Company;
- b) a material act of dishonesty, or fraud or other willful misconduct by the Employee that is detrimental to the pecuniary interests, reputation or goodwill of the Company, its Subsidiaries and Affiliates;
- c) the Employee's consistent failure to reasonably render the services and perform his duties or breach of any material obligation as provided in this Agreement, which is not cured within 30 (thirty) days following the Employee's receipt of written notice (include written letter or electronic mail) thereof in that behalf from the Company;
- d) unethical business conduct in violation of the policies of the Company or any anti-corruption laws as applicable in India;
- e) breach of any material statutory duty relevant to his role that, if capable of being cured and provided that such breach does not have a material adverse effect on the Company, has not been cured within 30 (thirty) days of the date of notice of such breach;
- f) unauthorized material disclosure of any Confidential Information of the Company, its Subsidiaries and Affiliates; and
- g) Conviction for any criminal offence.

5.1.2. The Company shall be entitled to terminate the services of the Employee for Cause immediately, without serving any notice period to Employee. Further the Company shall not give any severance package or monetary compensation to the Employee upon termination of Employment under Clause

5.2. Termination for Employee's Disability. After the completion of training Period, if in the sole opinion of the Company, the Employee is unable to carry out the responsibilities and functions of the position held by Employee by reason of any physical or mental impairment for more than 30 (thirty) consecutive days or more than 90 (ninety) days in any twelve-month period, then, the Company may terminate Employee's services, subject to applicable law.

5.3. Resignation by Employee. Subject to applicable law and after the completion of Minimum Term, the Employee may, at his option, terminate this Agreement by serving the Company with prior 45 (Forty-Five) days written notice ("Notice Period") of his resignation from the Company. Parties understand the following:-

5.3.1. the Employee may request the Company to reduce the term of Notice Period and the Company may accept such request. Upon the occurrence of this event, mentioned in clause 5.3.1., the Company at no cost accept such request of the Employee;

5.3.2. the Company at its own discretion may also waive off term of Notice Period and compensate the Employee with such amount as it may deem fit.

5.4. Termination due to Abscond of Employee: Subject to the applicable law, if the Employee is absent from the office for a period of 3 days such employee shall be referred as Absconded Employee. The Company at its sole discretion terminates the employment of the Absconded Employee by serving notice to such Employee.

5.5. Termination before the completion of training Period: Subject to applicable law and before the completion of training Period, the Company owing to the non-performance Employee, at its option, terminate this Agreement by serving the Employee with 1 (one) day prior written notice of his termination from the Company.

6. Effective Date of Termination. Notwithstanding anything in this Agreement, the termination of the Employee's services pursuant to this Agreement shall be effective:

- 6.1. 30 (thirty) days after the Company delivers to the Employee written notice of his termination by reason of the Employee's having become disabled as per Clause 5.2 above;
- 6.2. immediately upon the delivery of written notice to the Employee by the Company of his termination with Cause as per Clause 5.1;
- 6.3. the last working day of the Employee, where Employee delivers to the Company written notice of his resignation in accordance only with Clause 5.3 above. The Employee agrees that during such notice period Employee shall continue to perform his regular duties and will assist the Company. Further the Employee shall be relieved from his duties only after he hands over the Company's property and comply with the terms of full and final settlement policy.
- 6.4. the date mentioned in the termination notice issued by the Company, with respect to event occurred as per Clause 5.4 and 5.5 above.

7. Effect of Termination

- 7.1. Effect of termination before the expiry of training Period: If the employment of the Employees is terminated by the Company before the expiry of the training Period, the Employee shall receive only unpaid salary with respect to the number of days worked by the Employee. For the purpose of clarification, the Company shall not give severance package/salary to the Employee.
- 7.2. Effect of termination before the expiry of Minimum Term: If the Employee violates the Clause 4.1 of this Agreement i.e., Employee terminates this Agreement before the completion of Minimum Term, Employees agrees for the following:-

- 7.2.1 Shall pay a cost of training of INR 25,000/- immediately; and
 - 7.2.2 the Employee shall finish all the exit formalities as per the human resources policies/manual of the Company. The Company shall upon receipt of payment of Liquidated Damages, shall relieve the Employee from the duties, within 30 days from the date of payment of Liquidated Damages.
- It is hereby clarified that, in the event, if the Employee fails to comply with the conditions mentioned in clause 7.2.1, and 7.2.1, he shall be known as bad leaver ("Bad Leaver") the Company shall have a right to receive from the Employee such Liquidated Damages and unliquidated damages, as it may deem fit. Notwithstanding anything contained in this Agreement, upon an Employee becoming a Bad Leaver (including where the Employee's services are terminated for Cause), the Company shall be entitled to all remedies that may be available to it under applicable law.
- 7.3. Effect of termination due to Absconding: If the Employee is absconded, as stipulated under Clause 5.5 of this Agreement, the Company shall have a right to receive from the Employee such damages, as it may deem fit. Notwithstanding anything contained in this Agreement, the Company shall be entitled to all remedies that may be available to it under applicable law

8. Non-Disclosure of Confidential or Proprietary Information.

- 8.1. The Employee acknowledges that during the course of rendering services and performing his other duties under this Agreement, he will have and / or has had access to information about the Company and / or its Affiliates or otherwise in its possession and that his services with the Company shall bring him into close contact with many confidential affairs of the Company and / or its Affiliates, including without limitation, information regarding the following:

- 8.1.1. management methods and operating techniques;
- 8.1.2. sales, advertising and marketing methods;

- 8.1.4. Information regarding customers and products;
- 8.1.5. Information regarding employees and personnel;
- 8.1.6. Hardware systems and software programs;
- 8.1.7. Trade secrets, business strategies, copyrights, designs, test methods, software and such other intellectual properties; and
- 8.1.8. Information relating to the prior, current or contemplated products or services offered and information that the Employee has a reasonable basis to believe was accepted by the Company and / or Affiliates from any third party under obligations of confidentiality (collectively, the "Confidential Information").

8.2. In recognition of the foregoing, during and after the termination of this Agreement (regardless of the reason for any such termination) and until such time as the Confidential Information is generally published or is available to the general public other than through the Employee's unauthorized disclosure, the Employee shall not, without the prior written consent of the Company, disclose or use or make available for anyone to use (except in the course of rendering his services, or in furtherance of the business of the Company and Affiliates and as authorized in writing by the Company) any Confidential Information.

8.3. All documents, records, data, apparatus, equipment and physical property pertaining to the Company and / or its Affiliates, whether or not pertaining to Confidential Information, which are furnished to the Employee by the Company and / or its Affiliates or are produced by the Employee in connection with the rendering of services by the Employee hereunder will be and remain the sole property of the Company or the respective Affiliates (as the case may be).

8.4. The Employee will return to the Company or to the relevant Affiliate, all such materials and property, including any material or medium from which any Confidential Information may be ascertained or derived, as and when requested by the Company or the relevant Affiliate, in any event, the Employee will return all such materials and property immediately upon the termination of the Employee's services for any reason, as provided in this Agreement. The Employee will not retain any such material or property or any copies, compilations or analyses thereof after such termination.

9. Intellectual Property Rights.

9.1. All rights, title and interest in any intellectual property arising out of or in connection with the rendering of services by the Employee hereunder, including without limitation any copyrights, rights to derivative works, trade secrets, software, technology, patents and any other intellectual property rights, created or conceived (including, but not limited to, any tools, designs or methodologies) during the employment of the Company under this Agreement whether or not in the Company's premises or using the Company's property or other proprietary rights therein, shall be considered as work for hire and shall be the absolute property of the Company ("Work for Hire"). The Employee hereby, without further consideration, perpetually and irrevocably transfers, assigns and conveys all right, title and interest to such property (including, but not limited to, any moral rights) worldwide that the Employee may have or be entitled to under any law or equity whatsoever to the Company. To the maximum extent permitted by applicable law, the Company's rights herein associated with any such assignment shall not lapse for any reason whatsoever (other than as expressly agreed to by the Company), including but not limited to non-usage and / or non-enforcement of such right. At the Company's request, the Employee shall cooperate with the Company in completing any filings and processes, to perfect the Company's (or its designates') ownership in intellectual property rights hereunder.

9.2. This Clause 9 is subject to, and shall not be deemed to limit, restrict, or constitute a waiver by the Company of any rights of ownership to which the Company may be entitled to by operation of law by virtue of the Company or any of its affiliates being provided the services by the Employee in the manner contemplated by this Agreement.

10. Non-Competition Restrictions and Non-Solicitation Restrictions. 10.1. The Employee undertakes that without prejudice to any other duty implied by law, he shall not, either directly or through his Affiliates, during the Non-Compete Period, either personally or through an agent, company or through a partnership or as a shareholder of a private company or a public unlisted company, joint venture partner, collaborator, consultant, advisor, principal contractor or subcontractor, in any manner whatsoever, whether for profit or otherwise: 10.1.1. be concerned or interested in any business in any manner whatsoever that directly or indirectly competes with the Business or any business in which the Company engages or plans to engage in at the time of termination of the employment of the Employee ("Competing Business"); 10.1.2. be concerned in any business in any manner whatsoever that directly or indirectly competes with the business in which such Employee is materially involved as an employee of the Company after the Effective Date; 10.1.3. except on behalf of the Company, canvas or solicit business or customers for services similar to those being provided by the Company from any Person who is a customer of the Company; 10.1.4. induce or attempt to induce any customer/client of the Company to cease to be a customer/client, or to restrict or vary the terms of the contract to, the Company or otherwise interfere with the relationship between such a customer/client and the Company (save and except actions taken during the course of his employment with the Company in exercise of his power and authority as an employee of the Company and in, what he reasonably believes to be, in the interest of the Company); 10.1.5. he shall not, directly or indirectly, including by assisting others, solicit, recruit, induce or attempt to persuade (a) any Person then engaged by the Company as an employee, officer or director or so engaged within the preceding 12 month(s) period ("Existing Employee") to leave the employment of the Company; or (b) encourage any consultant, vendor or customer to reduce the quantum of business they do with the Company. It is clarified that the Employee shall be deemed to have breached and failed to comply with the provisions of this Clause 10.1.4 if the Employee directly or indirectly as an officer or director of another organization or otherwise, employ, engage or retain, an Existing Employee, if such employment or engagement arose on account of any act of the Employee.

10.2. The Parties recognize that the foregoing covenants in this Clause 10 and the time and other limitations with respect thereto, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Company, and agree that such limitations are reasonable with respect to the business of the Company.

10.3. The Employee acknowledges and agrees that the compensation paid to him under this Agreement (as set out in Clause 3 above) along with the mutual agreements, covenants, representations and warranties set forth in this Agreement is adequate consideration for the non-compete covenants contained in this Agreement and that the restrictions contained in this clause are considered reasonable for the legitimate protection of the Business and goodwill of the Company. However, in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this clause valid and effective.

10.4. The Employee acknowledges and agrees that the covenants and obligations with respect to non-competition and non-solicitation as set forth above shall not be construed to be a restraint of trade against the Employee and relate to special, unique and extraordinary matters, and that a violation of

any of the terms of such covenants and obligations will cause the Company, irreparable injury. Each of such covenants contained in this Clause shall be construed as a separate covenant and if, in any judicial proceeding, a court shall refuse to enforce any of the separate covenants of this clause, then such covenant shall be deemed included herein only to the extent enforceable as permitted under the applicable Laws for the purpose of such proceeding or any other judicial proceeding to the extent necessary to permit the remaining covenants to be enforced.

11. Warranties:

11.1. Employee confirms and warrants that;

- a) he has carefully read and fully understands all the provisions of this Agreement.

- b) he has not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime (other than minor traffic offences), and there is no lawsuit, arbitration, administrative or other proceeding or governmental investigation pending or threatened against him.

- c) he has not been the subject of any adverse court judgment which threatens his solvency or substantially compromises his financial security.

- d) by entering into this Agreement or performing any of the obligations under it, he will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on him. The Employee further undertakes to indemnify the Company against any such claims, costs, damages, liabilities or expenses which the Company may incur if he is in breach of any such obligations.

- e) in the performance of his obligations, the Employee will not utilize or make available to the Company or any of its Subsidiaries/Affiliates any Confidential Information of any third party or violate any obligation with respect to such information.

- f) he has never been suspended, censured or otherwise been subjected to any disciplinary action or other proceeding, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organization.

11.2. This employment is on the basis that the information submitted by the Employee is complete and correct. The Employee agrees and acknowledges that if it is found that the information submitted is false or incomplete or that the Employee has concealed / suppressed certain material information which detrimentally impacts the Company, the Company may terminate employment without providing any notice or pay in lieu thereof in addition to other remedies available to the Company against the Employee under this Agreement and law.

12. Void or Unenforceable Restrictions. If any restriction or undertaking is found by any court or other competent authority to be void or unenforceable, the Parties shall negotiate in good faith to replace such void or unenforceable restriction or undertaking with a valid provision which, as far as possible, has the same legal and commercial effect as that which it replaces.

13. Breach. If any breach or violation of the provisions, covenants warranties, the Employee agrees that damages alone are likely not to be sufficient compensation and that injunctive relief is reasonable and is likely to be essential to safeguard the interests of Company and that injunctive relief (in addition to any other remedies afforded by a court of equity) may (subject to the discretion of the courts) be obtained. No waiver of any breach or violation shall be implied from forbearance or failure by the Company to take action.

14. **Indemnities.** The Employee, at all times during the course of his employment in the Company (and even after the termination of this Agreement with respect to the terms contained herein) agrees to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company actually suffers or incurs as a direct result of acts or omissions of the Employee during the course of employment.

15. **Deductions.** The Employee agrees and acknowledges that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from the Employee's salary, or final settlement, any outstanding loans, advances or overpayments.

16. **Entire Agreement; Termination of Prior Agreements.** This Agreement and the agreements and documents referred to herein contain the entire understanding of the Employee and the Company with respect to the services to be rendered by the Employee to the Company and supersede any and all prior understandings, written or oral, between the Employee and the Company and between the Employee and any Affiliate or predecessor of the Company. Any such prior understandings or agreements are hereby terminated and are of no further force and effect. This Agreement may not be amended, waived, discharged or terminated orally, but only by an instrument in writing, specifically identified as an amendment to this Agreement, and signed by the Employee and a duly authorized officer of the Company. By entering into this Agreement, the Employee certifies and acknowledges that he has carefully read all of the provisions of this Agreement and the rules and regulations of the Company and that he voluntarily and knowingly enters into this Agreement.

17. **Severability.** If any provision of this Agreement or the application thereof to any Person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any law or regulation or government policy or any amendment thereof, the remainder of this Agreement and the application of such provision to Persons or circumstances other than those as to which it is held valid and enforceable shall not be affected thereby, and each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the unenforceable provision.

18. **Governing Law.** This Agreement shall be governed by and construed in accordance with the laws of the Republic of India without regard to applicable conflicts of laws principles. The courts in Hyderabad shall have the exclusive jurisdiction in relation to all matters arising out of this Agreement.

19. Notices.

Any notice or other communication hereunder must be given in writing and either (a) delivered in person; (b) transmitted by facsimile, provided that any notice so given is also mailed as provided in clause (c); or (c) mailed, postage prepaid, as follows:

Company	Sai Rahul Varma G CEO & Director Edupolis Education Technology Private Limited, Address: Unschoo!, S2, CRESENT TOWERS, PLOT -1018 PRAGATHI NAGAR, ABOVE KARUR WSYA BANK, HYDERABAD, TG 500090 IN Email: rahul@unschoo!.in
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or to such other address or to such other Person as any Party shall have last designated by such notice to the other Parties. Each such notice or other communication shall be effective (i) if given by mail, three days after such communication is deposited in the mail with first class postage prepaid, addressed as aforesaid, (ii) if given by facsimile, when transmitted to the applicable number so specified in (or pursuant to) this Clause 19 provided that appropriate confirmation of receipt is generated by the facsimile and a duplicate copy is mailed, postage prepaid, or (iii) sent by electronic mail or if given by any other means, when actually delivered at such address.

20. Miscellaneous.

20.1 No delay or omission by the Company or the Employee in exercising any right under this Agreement shall operate as a waiver of that or any other right. A waiver or consent given by the Company or the Employee on any one occasion shall be effective only in that instance and shall not be construed as a bar or waiver of any right on any other occasion.

20.2 This Agreement may be modified or amended only by an instrument in writing executed by the Parties hereto and approved in writing by a duly authorized officer of the Company. The Parties hereto agree that in no event shall an oral modification of this Agreement be enforceable or valid.

20.3 The captions of the Clauses of this Agreement are for convenience of reference only, and in no way define, limit or affect the scope or substance of any section of this Agreement.

20.4 The Employee has been provided with an opportunity to consult with the Employee's own counsel with respect to this Agreement.

20.5 Notwithstanding anything to the contrary contained elsewhere, the Company shall be entitled at all times to set off any amount owing to the Company from the Employee against any amount payable at any time by the Company to the Employee pursuant to this Agreement.

20.6 The requirements and covenants of Clauses 8 (Non-Disclosure of Confidential or Proprietary Information), 9 (Intellectual Property Rights), 10 (Non-Competition Restrictions and Non-Solicitation Restrictions), 14 (Indemnities), 17 (Severability), 18 (Governing Law), 18 (Dispute Resolution), and 20 (Miscellaneous) and such other clauses which by their nature survive termination, shall survive and continue in full force and effect after the termination of this Agreement.

21. Internship Period.

21.1 The internship period will be for the 1st 3 months.

21.2 Salary for the internship period i.e. for 1st 3 months will be INR 12000.

Employee	<p>Name: sayyad Abdulla</p> <p>Address: - 11 -76, chandamama Peta, Nandigama, Krishna distric 521185</p> <p>Email: abdullaabdullasayed@gmail.com</p> <p>Mobile: 6302794637</p>
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IN WITNESS WHEREOF, EACH OF THE PARTIES HERETO HAS CAUSED THIS AGREEMENT TO BE DULY EXECUTED AND DELIVERED UNDER SEAL, BY ITS AUTHORIZED OFFICERS OR INDIVIDUALLY, AS OF THE DATE FIRST ABOVE WRITTEN.

- 22.1 The full time employment will start from the 4th Month.
- 22. Full time Employment.
- 21.3 Salary for the training period i.e. 1st month will be held as training cost and released along with the 2nd month salary to the Employee.

<p>EMPLOYEE:</p> <p>Name: sayad Abdulla</p> <p><i>Sayad Abdulla</i></p>	<p>COMPANY:</p> <p><i>Edupolis</i></p> <p>Name: Rahul Varma</p> <p>Title: CEO,</p> <p>Edupolis Education Technology Pvt. Ltd.(Unschool)</p>
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SCHEDULE 1

Remuneration breakup

- During the 1st 3 months, the employee is paid a base stipend of 12000 INR

- Refer below for the split-up of the salary structure for the full-time role (after the internship period) at Edupollis Education Technology Pvt Ltd. (Unschool):

Annexure

Automatic CTC Structure		
Particulars	Monthly	Annual
Basic Salary	7,000	84,000
House Rent Allowance		
Phone & Internet	2,800	33,600
Any Specific allowance [2]	2,000	24,000
Any Specific allowance [3]	-	-
Special Allowance	-	-
Gross Salary	639	7,668
Provident Fund	12,439	1,49,268
ESIC	1,157	13,884
Gross Salary FIX	404	4,848
Variable	14,000	1,68,000
Medicaim	-	-
Bonus	-	-
Gratuity	-	-
Cost To Company [TOTAL]	14,000	1,68,000
ESI Employee	93	
PF Employee	1,157	1,119
Professional Tax	-	-
Take Home	11,189	

(* Subject to TDS deduction)

-Your CTC is Rs 1,68,000/-per annum as the fixed portion and +10,000 INR per month performance-based incentives for the operating year 2022-23 payable monthly.

Other benefits
1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.

Other benefits
 1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.
 -Your CTC is Rs 3,45,000/-per annum as the fixed portion and 3LPA performance-based incentives for the operating year 2022-23 payable monthly.

(* Subject to TDS deduction)

Automatic CTC Structure		Monthly	Annual
Particulars		14,400	1,72,800
Basic Salary		5,760	69,120
House Rent Allowance		2,000	24,000
Any Specific allowance [2]		-	-
Any Specific allowance [3]		-	-
Special Allowance		-	-
Gross Salary		4,862	58,344
Provident Fund		27,022	3,24,264
ESIC		1,728	20,736
Gross Salary FIX		28,750	3,45,000
Variable		-	-
MediclaIm		-	-
Bonus		-	-
Gratuity		-	-
Cost To Company [TOTAL]		28,750	3,45,000
ESI Employee		-	-
PF Employee		-	-
Professional Tax		1,728	-
Take Home		200	25,094

Name	DOJ	Designation
sayad Abdulla	1 st December 2022	Executive Business Operations

Refer below for the split-up of the salary structure after completion of 6 months as an New Designation at Edupolis Education Technology Pvt Ltd. (Unschool).

Name: Sayyad: Abdulla

Date: 11-11-2022

Signed: Sayyad: Abdulla

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Authorized Signatory

Rahul Varma
Co-Founder and CEO
Edupolls Education Technology Pvt Ltd. (Unschool)



[Handwritten signature]

for Edupolls Education Technology Pvt Ltd (Unschool)

Yours faithfully,

Thanking you.

We hope you have a great learning experience with us and grow in the process of this role.

**IN CONSIDERATION OF THE MUTUAL COVENANTS HEREIN CONTAINED AND OF THE MUTUAL BENEFITS
HEREIN PROVIDED, THE COMPANY AND THE EMPLOYEE AGREE AS FOLLOWS:**

Words of any gender are deemed to include those of the other gender such as "he" include "she".

"Party".

The Company and the Employee shall hereinafter be collectively referred to as "Parties" and individually as

C. The Company's engagement and continual employment of the Employee is conditioned upon the Employee's express acceptance of and adherence to the terms set forth in this Agreement.

B. In order to more clearly define the relationship between the Company and Employee, the Company and Employee desire to execute this Agreement; and

A. In connection with the offer letter given by the Company date 1st Dec 2022, the Company desires to employ the Employee and the Employee accepts the employment of the Company.

WHEREAS:

THANNERU ASRITHA S/D/O THANNERU SURYANARAYANA aged about 20 years and presently residing at 5-183, sundaralah nagar, wryra, khammam, Telangana, 507165 hereinafter referred to as the "Employee", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include his heirs, executors, administrators, permitted assigns and legal representatives).

And

Edupolis Education Technology Private Limited, a company incorporated under the Companies Act, 2013 having CIN U72900TG2021PTC149055 and its registered office at Unschool, S2, CRESCENT TOWERS, PLOT -1018 PRAGATHI NAGAR, ABOVE KARUR VVSYA BANK, HYDERABAD TG 500090 IN, represented by one of its director Mr. Rahul Varma ("Company" or "Employer" which expression shall, where the context so admits, include its heirs, successors, executors and permitted assigns);

By And Between

This EMPLOYMENT Agreement (this "Agreement") is made and executed on this 7th Nov 2022 at Hyderabad (hereinafter referred to as the "Effective Date").

EMPLOYMENT AGREEMENT

unschool
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1. Definitions:

1.1 "Affiliate" shall mean a Person that directly or indirectly through one or more intermediaries controls, or is controlled by, or is under common control with, a specified Person, provided that, in respect of an Employee, Affiliates shall include his relative (as is such term defined in the Companies Act, 2013). For purposes of this definition, "control" means the possession, directly or indirectly, of the power to elect more than 50% of the governing board of such Person or to direct to cause the direction of the management and policies of the Person, whether through ownership of voting securities, partnership or limited liability interests, non-profit membership, contract or otherwise.

1.2 "Business" shall mean and include (i) e-learning platform for students (iii) and such other business as the Company may start in the ordinary course of business;

1.3 "Business Days" shall mean days other than, Sunday and public holidays in Hyderabad;

1.4 "Control" shall mean, with respect to any Person: (i) the ownership of more than 50% (fifty percent) of the equity shares or other voting securities of such Person, (ii) the possession of the power to direct the management and policies of such Person, or (iii) the power to appoint a majority of the directors, managers, partners or other individuals exercising similar authority with respect to such Person by virtue of ownership of voting securities or management or contract or in any other manner, whether directly or indirectly, including through one or more other Persons; and the term "Common Control" and "Controlled by" shall be construed accordingly;

1.5 "Non-Compete Period" shall mean the period commencing on from the Effective Date and expiring after 12 (twelve) months from the termination of employment of the Employee in terms of this Agreement;

1.6 "Non-Competing Business" shall mean and include any business which does not compete, either directly or indirectly, with the Business or any other business as conducted / engaged by the Company, its Subsidiaries and Affiliates, from time to time.

1.7 "Person" shall mean an individual, an association, a corporation, a partnership, a joint venture, a trust, an unincorporated organization, a joint stock company or other entity or organization, including a government or political subdivision, or an agency or instrumentality thereof and/or any other legal entity;

1.8 "Subsidiary" shall have the meaning given to it under the Companies Act, 2013;

1.9 "The standard working hours" for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity. In such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

2. Duties and Functions.

2.1 Upon the commencement of this Agreement, the Employee shall occupy the position and perform the duties of Business Operations Executive of the Company. The Employee shall fulfill such general duties and responsibilities as are consistent with such position and as are assigned to him from time to time by the Company. Further, the Employee shall perform his duties and functions in such a manner as to achieve the goals set by the Company.

2.2 The Employee agrees that he shall be posted at Telangana, Hyderabad. However, during employment with the Company, the Employee may be posted/ transferred at any place in India to any of the offices of the Company or Affiliates existing or to be set up, without any additional remuneration at the sole discretion of the management of the Company.

2.3 The Employee shall devote all his business time, attention and energies to the Business. The Employee agrees that he will, at all times, while performing services for the Company, devote his reasonable best efforts, skill and ability and shall perform his responsibilities in a competent and professional manner.

2.4 The Employee further agrees that during the term of this Agreement, he shall not render commercial or professional services of whatsoever nature to any person or organization, whether or not, for pecuniary gain.

2.5 The Employee agrees and undertakes that during the term of this Agreement, he shall not hold any position (whether directly or indirectly, for profit or not) in any company, organization, entities, partnership and/or joint venture without the prior written consent of the Company.

2.6 The Employee agrees to abide by the rules, regulations, human resource manual, stock option scheme, personnel policies and other policies of the Company and any change thereof which may be adopted by the Company from time to time ("HR Manual").

3. Compensation and Benefits.

3.1 The Employee shall be entitled to the following compensations and benefits as given below:
 3.1.1 Remuneration: The Employee shall be entitled to the remuneration as set out in detail in SCHEDULE 1 annexed hereto.

3.2 Reimbursement of Expenses. Upon presentation of supporting documentation as may be reasonably satisfactory to the Company, the Company may as per the its policies, reimburse all business-related expenses incurred by the Employee in the performance of his duties hereunder, including, without limitation, those incurred in connection with business-related travel, boarding and lodging, telecommunications and entertainment in accordance with Company's policy in this regard.

3.3 Withholding & Taxation. The Remuneration (cost-to-company) paid to the Employee hereunder shall be subject to applicable taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable Law. Any tax liability arising in respect of payments made pursuant to the Agreement or income earned by the Employee while the Agreement is in effect shall be borne solely by the Employee. The Company shall only be responsible for withholding taxes from the payments made to the Employee pursuant to the Agreement and payment thereof to the credit of the government in accordance with the Income Tax Act, 1961.

3.4 Leaves and benefits: Subject to the applicable laws, the Employee shall be eligible for certain leaves such as casual leaves, sick leaves etc. The terms and conditions for such leaves is governed by the HR Manual of the Company and the Company reserves the right to modify the terms of such HR Manual without any consent of the Employee.

3.5 Relocation Reimbursement Benefits: Company shall reimburse as per norms for the expenses he/she and his/her family incur in relocating to the metropolitan area as required by the job in accordance with Company's Relocation Plan and/or as otherwise agreed by Company. In the event that Employee's employment is terminated within one year following the joining date (i) by Employee or (ii) by the Company, Employee shall and hereby does agree to repay the Company in full for the Relocation Reimbursement done by the company.

3.6 Joining Bonus Benefits: If employee shall be entitled to receive a joining bonus, the joining Bonus will be paid no later than 30 days following the joining Date. In the event that Employee's employment is terminated within one year following the joining date (i) by Employee or (ii) by the Company, Employee shall and hereby does agree to repay the Company in full for the joining Bonus.

4. Term of the Agreement.

4.1. The Parties acknowledge that Employee's employment with the Company commenced on Effective Date and agree that it will continue unless terminated by either Party in accordance with the provisions of this Agreement ("Term"); Provided, however, that the employee agrees to serve the company for a minimum period of 3 months from the effective date.

5. Termination of the Agreement.

5.1. Termination by Company for Cause;

5.1.1. The term "Cause" shall include;

- a) Unauthorized leaves taken from the Company;
- b) a material act of dishonesty, or fraud or other willful misconduct by the Employee that is detrimental to the pecuniary interests, reputation or goodwill of the Company, its Subsidiaries and Affiliates;
- c) the Employee's consistent failure to reasonably render the services and perform his duties or breach of any material obligation as provided in this Agreement, which is not cured within 30 (thirty) days following the Employee's receipt of written notice (include written letter or electronic mail) thereof in that behalf from the Company;
- d) unethical business conduct in violation of the policies of the Company or any anti-corruption laws as applicable in India;
- e) breach of any material statutory duty relevant to his role that, if capable of being cured and provided that such breach does not have a material adverse effect on the Company, has not been cured within 30 (thirty) days of the date of notice of such breach;
- f) unauthorized material disclosure of any Confidential Information of the Company, its Subsidiaries and Affiliates; and
- g) Conviction for any criminal offence.

5.1.2. The Company shall be entitled to terminate the services of the Employee for Cause immediately, without serving any notice period to Employee. Further the Company shall not give any severance package or monetary compensation to the Employee upon termination of Employment under Clause 5.1.

5.2. Termination for Employee's Disability. After the completion of training Period, if in the sole opinion of the Company, the Employee is unable to carry out the responsibilities and functions of the position held by Employee by reason of any physical or mental impairment for more than 30 (thirty) consecutive days or more than 90 (ninety) days in any twelve-month period, then, the Company may terminate Employee's services, subject to applicable law.

5.3. Resignation by Employee. Subject to applicable law and after the completion of Minimum Term, the Employee may, at his option, terminate this Agreement by serving the Company with prior 45 (Forty-Five) days written notice ("Notice Period") of his resignation from the Company. Parties understand the following:-

5.3.1. the Employee may request the Company to reduce the term of Notice Period and the Company may accept such request. Upon the occurrence of this event, mentioned in clause 5.3.1., the Company at no cost accept such request of the Employee;

5.3.2. the Company at its own discretion may also waive off term of Notice Period and compensate the Employee with such amount as it may deem fit.

5.4. Termination due to Abscond of Employee: Subject to the applicable law, if the Employee is absent from the office for a period of 3 days such employee shall be referred as Absconded Employee. The Company at its sole discretion terminates the employment of the Absconded Employee by serving notice to such Employee.

5.5. Termination before the completion of training Period: Subject to applicable law and before the completion of training Period, the Company owing to the non-performance Employee, at its option, terminate this Agreement by serving the Employee with 1 (one) day prior written notice of his termination from the Company.

6. **Effective Date of Termination.** Notwithstanding anything in this Agreement, the termination of the Employee's services pursuant to this Agreement shall be effective:

- 6.1. 30 (thirty) days after the Company delivers to the Employee written notice of his termination by reason of the Employee's having become disabled as per Clause 5.2 above;
- 6.2. immediately upon the delivery of written notice to the Employee by the Company of his termination with Cause as per Clause 5.1;
- 6.3. the last working day of the Employee, where Employee delivers to the Company written notice of his resignation in accordance only with Clause 5.3 above. The Employee agrees that during such notice period Employee shall continue to perform his regular duties and will assist the Company. Further the Employee shall be relieved from his duties only after he hands over the Company's property and comply with the terms of full and final settlement policy.
- 6.4. the date mentioned in the termination notice issued by the Company, with respect to event occurred as per Clause 5.4 and 5.5 above.

7. **Effect of Termination**

- 7.1. **Effect of termination before the expiry of training Period:** If the employment of the Employees is terminated by the Company before the expiry of the training Period, the Employee shall receive only unpaid salary with respect to the number of days worked by the Employee. For the purpose of clarification, the Company shall not give severance package/salary to the Employee.
- 7.2. **Effect of termination before the expiry of Minimum Term:** If the Employee violates the Clause 4.1 of this Agreement i.e., Employee terminates this Agreement before the completion of Minimum Term, Employees agrees for the following:-

7.2.1. Shall pay a cost of training of INR 25,000/- immediately; and

7.2.2. the Employee shall finish all the exit formalities as per the human resources policies/manual of the Company. The Company shall upon receipt of payment of Liquidated Damages, shall relieve the Employee from the duties, within 30 days from the date of payment of Liquidated Damages.

It is hereby clarified that, in the event, if the Employee fails to comply with the conditions mentioned in clause 7.2.1, and 7.2.1, he shall be known as bad leaver ("Bad Leaver") the Company shall have a right to receive from the Employee such Liquidated Damages and unliquidated damages, as it may deem fit. Notwithstanding anything contained in this Agreement, upon an Employee becoming a Bad Leaver (including where the Employee's services are terminated for Cause), the Company shall be entitled to all remedies that may be available to it under applicable law.

7.3. **Effect of termination due to Absconding:** If the Employee is absconded, as stipulated under Clause 5.5 of this Agreement, the Company shall have a right to receive from the Employee such damages, as it may deem fit. Notwithstanding anything contained in this Agreement, the Company shall be entitled to all remedies that may be available to it under applicable law.

8. **Non-Disclosure of Confidential or Proprietary Information.**

- 8.1. The Employee acknowledges that during the course of rendering services and performing his other duties under this Agreement, he will have and / or has had access to information about the Company and / or its Affiliates or otherwise in its possession and that his services with the Company shall bring him into close contact with many confidential affairs of the Company and / or its Affiliates, including without limitation, information regarding the following:

8.1.1. management methods and operating techniques;

8.1.2. sales, advertising and marketing methods;

8.1.3. business and training techniques, manuals and procedures;

9.2. This Clause 9 is subject to, and shall not be deemed to limit, restrict, or constitute a waiver by the Company of any rights of ownership to which the Company may be entitled to by operation of law by virtue of the Company or any of its affiliates being provided the services by the Employee in the manner contemplated by this Agreement.

9. Intellectual Property Rights.
9.1. All rights, title and interest in any intellectual property arising out of or in connection with the rendering of services by the Employee hereunder, including without limitation any copyrights, rights to derivative works, trade secrets, software, technologies, patents and any other intellectual property rights, created or conceived (including, but not limited to, any tools, designs or methodologies) during the employment of the Company under this Agreement whether or not in the Company's premises or using the Company's property or other proprietary rights therein, shall be considered as work for hire and shall be the absolute property of the Company ("Work for Hire"). The Employee hereby, without further consideration, perpetually and irrevocably transfers, assigns and conveys all right, title and interest to such property (including, but not limited to, any moral rights) worldwide that the Employee may have or be entitled to under any law or equity whatsoever to the Company. To the maximum extent permitted by applicable law, the Company's rights herein associated with any such assignment shall not lapse for any reason whatsoever (other than as expressly agreed to by the Company), including but not limited to non-usage and / or non-enforcement of such right. At the Company's request, the Employee shall cooperate with the Company in completing any filings and processes, to perfect the Company's (or its designates') ownership in intellectual property rights hereunder.

8.4. The Employee will return to the Company or to the relevant Affiliate, all such materials and property, including any material or medium from which any Confidential Information may be ascertained or derived, as and when requested by the Company or the relevant Affiliate. In any event, the Employee will return all such materials and property immediately upon the termination of the Employee's services for any reason, as provided in this Agreement. The Employee will not retain any such material or property or any copies, compilations or analyses thereof after such termination.

8.3. All documents, records, data, apparatus, equipment and physical property pertaining to the Company and / or its Affiliates, whether or not pertaining to Confidential Information, which are furnished to the Employee by the Company and/or its Affiliates or are produced by the Employee in connection with the rendering of services by the Employee hereunder will be and remain the sole property of the Company or the respective Affiliates (as the case may be).

8.2. In recognition of the foregoing, during and after the termination of this Agreement (regardless of the reason for any such termination) and until such time as the Confidential Information is generally published or is available to the general public other than through the Employee's unauthorized disclosure, the Employee shall not, without the prior written consent of the Company, disclose or use or make available for anyone to use (except in the course of rendering his services, or in furtherance of the business of the Company and Affiliates and as authorized in writing by the Company) any Confidential Information.

8.1.4. information regarding customers and products;
8.1.5. information regarding employees and personnel;
8.1.6. hardware systems and software programs;
8.1.7. trade secrets, business strategies, copyrights, designs, test methods, software and such other intellectual properties; and
8.1.8. information relating to the prior, current or contemplated products or services offered and information that the Employee has a reasonable basis to believe was accepted by the Company and / or Affiliates from any third party under obligations of confidentiality (collectively, the "Confidential Information").

10.1. The Employee undertakes that without prejudice to any other duty implied by law, he shall not, either directly or through his Affiliates, during the Non-Compete Period, either personally or through an agent, company or through a partnership or as a shareholder of a private company or a public unlisted company, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or in any other manner whatsoever, whether for profit or otherwise:

10.1.1. be concerned or interested in any business in any manner whatsoever that directly or indirectly competes with the Business or any business in which the Company engages or plans to engage in at the time of termination of the employment of the Employee ("Competing Business");

10.1.2. be concerned in any business in any manner whatsoever that directly or indirectly competes with the business in which such Employee is materially involved as an employee of the Company after the Effective Date;

10.1.3. except on behalf of the Company, canvas or solicit business or customers for services similar to those being provided by the Company from any Person who is a customer of the Company;

10.1.4. induce or attempt to induce any customer/client of the Company to cease to be a customer/client, or to restrict or vary the terms of the contract to, the Company or otherwise interfere with the relationship between such a customer/client and the Company (save and except actions taken during the course of his employment with the Company in exercise of his power and authority as an employee of the Company and in, what he reasonably believes to be, in the interest of the Company);

10.1.5. he shall not, directly or indirectly, including by assisting others, solicit, recruit, induce or attempt to persuade (a) any Person then engaged by the Company as an employee, officer or director or so engaged within the preceding 12 month(s) period ("Existing Employee") to leave the employment of the Company; or (b) encourage any consultant, vendor or customer to reduce the quantum of business they do with the Company. It is clarified that the Employee shall be deemed to have breached and failed to comply with the provisions of this Clause 10.1.4 if the Employee directly or indirectly as an officer or director of another organization or otherwise, employ, engage or retain, an Existing Employee, if such employment or engagement arose on account of any act of the Employee.

10.2. The Parties recognize that the foregoing covenants in this Clause 10 and the time and other limitations with respect thereto, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Company, and agree that such limitations are reasonable with respect to the business of the Company.

10.3. The Employee acknowledges and agrees that the compensation paid to him under this Agreement (as set out in Clause 3 above) along with the mutual agreements, covenants, representations and warranties set forth in the this Agreement is adequate consideration for the non-competes covenants contained in this Agreement and that the restrictions contained in this clause are considered reasonable for the legitimate protection of the Business and goodwill of the Company. However, in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this clause valid and effective.

10.4. The Employee acknowledges and agrees that the covenants and obligations with respect to non-competition and non-solicitation as set forth above shall not be construed to be a restraint of trade against the Employee and relate to special, unique and extraordinary matters, and that a violation of

any of the terms of such covenants and obligations will cause the Company, irreparable injury. Each of such covenants contained in this Clause shall be construed as a separate covenant and if, in any judicial proceeding, a court shall refuse to enforce any of the separate covenants of this clause, then such covenant shall be deemed included herein only to the extent enforceable as permitted under the applicable laws for the purpose of such proceeding or any other judicial proceeding to the extent necessary to permit the remaining covenants to be enforced.

11. Warranties:

11.1. Employee confirms and warrants that;

- a) he has carefully read and fully understands all the provisions of this Agreement.
- b) he has not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime (other than minor traffic offences), and there is no lawsuit, arbitration, administrative or other proceeding or governmental investigation pending or threatened against him.
- c) he has not been the subject of any adverse court judgment which threatens his solvency or substantially compromises his financial security.
- d) by entering into this Agreement or performing any of the obligations under it, he will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on him. The Employee further undertakes to indemnify the Company against any such claims, costs, damages, liabilities or expenses which the Company may incur if he is in breach of any such obligations.
- e) in the performance of his obligations, the Employee will not utilize or make available to the Company or any of its Subsidiaries/Affiliates any Confidential Information of any third party or violate any obligation with respect to such information.
- f) he has never been suspended, censured or otherwise subjected to any disciplinary action or other proceeding, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organization.

11.2. This employment is on the basis that the information submitted by the Employee is complete and correct. The Employee agrees and acknowledges that if it is found that the information submitted is false or incomplete or that the Employee has concealed / suppressed certain material information which detrimentally impacts the Company, the Company may terminate employment without providing any notice or pay in lieu thereof in addition to other remedies available to the Company against the Employee under this Agreement and law.

12. Void or Unenforceable Restrictions. If any restriction or undertaking is found by any court or other competent authority to be void or unenforceable, the Parties shall negotiate in good faith to replace such void or unenforceable restriction or undertaking with a valid provision which, as far as possible, has the same legal and commercial effect as that which it replaces.

13. Breach. If any breach or violation of the provisions, covenants warranties, the Employee agrees that damages alone are likely not to be sufficient compensation and that injunctive relief is reasonable and is likely to be essential to safeguard the interests of Company and that injunctive relief (in addition to any other remedies afforded by a court of equity) may (subject to the discretion of the courts) be obtained. No waiver of any breach or violation shall be implied from forbearance or failure by the Company to take action.

Sai Rahul Varma G CEO & Director Edupolis Education Technology Private Limited, Address: Unschool, S2, CRESENT TOWERS, PLOT-1018 PRAGATHI NAGAR, ABOVE KARUR VYSYA BANK, HYDERABAD, TG 500090 IN Email: rahul@unschool.in	Company
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Any notice or other communication hereunder must be given in writing and either (a) delivered in person; (b) transmitted by facsimile, provided that any notice so given is also mailed as provided in clause (c); or (c) mailed, postage prepaid, as follows:

19. Notices.

18. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the Republic of India without regard to applicable conflicts of laws principles. The courts in Hyderabad shall have the exclusive jurisdiction in relation to all matters arising out of this Agreement.

17. Severability. If any provision of this Agreement or the application thereof to any Person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any law or regulation or government policy or any amendment thereof, the remainder of this Agreement and the application of such provision to Persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the unenforceable provision.

16. Entire Agreement; Termination of Prior Agreements. This Agreement and the agreements and documents referred to herein contain the entire understanding of the Employee and the Company with respect to the services to be rendered by the Employee to the Company and supersede any and all prior understandings, written or oral, between the Employee and the Company and between the Employee and any Affiliate or predecessor of the Company. Any such prior understandings or agreements are hereby terminated and are of no further force and effect. This Agreement may not be amended, waived, discharged or terminated orally, but only by an instrument in writing, specifically identified as an amendment to this Agreement, and signed by the Employee and a duly authorized officer of the Company. By entering into this Agreement, the Employee certifies and acknowledges that he has carefully read all of the provisions of this Agreement and the rules and regulations of the Company and that he voluntarily and knowingly enters into this Agreement.

15. Deductions. The Employee agrees and acknowledges that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from the Employee's salary, or final settlement, any outstanding loans, advances or overpayments.

14. Indemnities. The Employee, at all times during the course of his employment in the Company (and even after the termination of this Agreement with respect to the terms contained herein) agrees to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company actually suffers or incurs as a direct result of acts or omissions of the Employee during the course of employment.

or to such other address or to such other Person as any Party shall have last designated by such notice to the other Parties. Each such notice or other communication shall be effective (i) if given by mail, three days after such communication is deposited in the mail with first class postage prepaid, addressed as aforesaid, (ii) if given by facsimile, when transmitted to the applicable number so specified in (or pursuant to) this Clause 19 provided that appropriate confirmation of receipt is generated by the facsimile and a duplicate copy is mailed, postage prepaid, or (iii) sent by electronic mail or if given by any other means, when actually delivered at such address.

20. Miscellaneous.

20.1 No delay or omission by the Company or the Employee in exercising any right under this Agreement shall operate as a waiver of that or any other right. A waiver or consent given by the Company or the Employee on any one occasion shall be effective only in that instance and shall not be construed as a bar or waiver of any right on any other occasion.

20.2 This Agreement may be modified or amended only by an instrument in writing executed by the Parties hereto and approved in writing by a duly authorized officer of the Company. The Parties hereto agree that in no event shall an oral modification of this Agreement be enforceable or valid.

20.3 The captions of the Clauses of this Agreement are for convenience of reference only and in no way define, limit or affect the scope or substance of any section of this Agreement.

20.4 The Employee has been provided with an opportunity to consult with the Employee's own counsel with respect to this Agreement.

20.5 Notwithstanding anything to the contrary contained elsewhere, the Company shall be entitled at all times to set off any amount owing at any time from the Employee against any amount payable at any time by the Company to the Employee pursuant to this Agreement.

20.6 The requirements and covenants of Clauses 8 (Non-Disclosure of Confidential or Proprietary Information), 9 (Intellectual Property Rights), 10 (Non-Competition Restrictions and Non-Solicitation Restrictions), 14 (Indemnities), 17 (Severability), 18 (Governing Law), 18 (Dispute Resolution), and 20 (Miscellaneous) and such other clauses which by their nature survive termination, shall survive and continue in full force and effect after the termination of this Agreement.

21. Internship Period.

21.1 The internship period will be for the 1st 3 months.

21.2 Salary for the internship period i.e. for 1st 3 months will be INR 12000.


Employee	<p>Name: THANNERU ASRTHA</p> <p>Address: - 5-183,sundaralah nagar ,wyrta,khammam,Telangana,507165</p> <p>Email: asrthathanneru121106@gmail.com</p> <p>Mobile: 8639274240</p>
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21.3 Salary for the training period i.e. 1st month will be held as training cost and released along with the 2nd month salary to the Employee.

22. Full time Employment.

22.1 The full time employment will start from the 4th Month.

IN WITNESS WHEREOF, EACH OF THE PARTIES HERETO HAS CAUSED THIS AGREEMENT TO BE DULY EXECUTED AND DELIVERED UNDER SEAL, BY ITS AUTHORIZED OFFICERS OR INDIVIDUALLY, AS OF THE DATE FIRST ABOVE WRITTEN.

EMPLOYEE:	Name: THANNERU ASRITHA
COMPANY:	Name: Rahul Varma Title: CEO, Edupolls Education Technology Pvt. Ltd.(Unschool) 

SCHEDULE 1

Remuneration breakup

- During the 1st 3 months, the employee is paid a base stipend of 12000 INR
- Refer below for the split-up of the salary structure for the full-time role (after the Internship period) at Edupollis Education Technology Pvt Ltd. (Unschool).

Annexure

Automate CTC Structure		
Particulars	Monthly	Annual
Basic Salary	7,000	84,000
House Rent Allowance	2,800	33,600
Phone & Internet	2,000	24,000
Any Specific allowance [2]	-	-
Any Specific allowance [3]	-	-
Special Allowance	639	7,668
Gross Salary	12,439	1,49,268
Provident Fund	1,157	13,884
ESIC	404	4,848
Gross Salary FIX	14,000	1,68,000
Variable	-	-
MediclaIm	-	-
Bonus	-	-
Gratuity	-	-
Cost To Company [TOTAL]	14,000	1,68,000
ESI Employee	93	1,119
PF Employee	1,157	
Professional Tax	-	
Take Home	11,189	

(* Subject to TDS deduction)

-Your CTC is Rs 1,68,000/-per annum as the fixed portion and +10,000 INR per month performance-based incentives for the operating year 2022-23 payable monthly.

Other benefits

1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.

Refer below for the split-up of the salary structure after completion of 6 months as an New Designation at Edupolis Education Technology Pvt Ltd. (Unschool).

Name	DOJ	Designation
THANNERU ASRITHA	1 st December 2022	Executive Business Operations

Automatic CTC Structure		Particulars
Monthly	Annual	
14,400	1,72,800	Basic Salary
5,760	69,120	House Rent Allowance
2,000	24,000	Phone & Internet
-	-	Any Specific allowance [2]
-	-	Any Specific allowance [3]
4,862	58,344	Special Allowance
27,022	3,24,264	Gross Salary
1,728	20,736	Provident Fund
-	-	ESIC
28,750	3,45,000	Gross Salary FIX
-	-	Variable
-	-	MediclaIm
-	-	Bonus
-	-	Gratuity
28,750	3,45,000	Cost To Company [TOTAL]
-	-	ESI Employee
1,728	-	PF Employee
200	-	Professional Tax
25,094	-	Take Home

(* Subject to TDS deduction)

-Your CTC is Rs 3,45,000/-per annum as the fixed portion and 3LPA performance-based Incentives for the operating year 2022-23 payable monthly.

Other benefits

1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.

We hope you have a great learning experience with us and grow in the process of this role.

Thanking you.

Yours faithfully,

for Edupolis Education Technology Pvt Ltd (Unschool)



A handwritten signature in black ink, appearing to read "Rahul Varma".

Rahul Varma
Co-Founder and CEO
Edupolis Education Technology Pvt Ltd. (Unschool)

Authorized Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Name: _____

Date: _____

Signed: _____

EMPLOYMENT AGREEMENT

This EMPLOYMENT Agreement (this "Agreement") is made and executed on this 7th Nov 2022 at Hyderabad (hereinafter referred to as the "Effective Date").

By And Between

Edupollis Education Technology Private Limited, a company incorporated under the Companies Act, 2013 having CIN U72900TG2021PTC149055 and its registered office at Unishool, 52, CRESCENT TOWERS, PLOT - 1018 PRAAGTHI NAGAR, ABOVE KARUR VYSYA BANK, HYDERABAD TG 500090 IN, represented by one of its director Mr. Rahul Varma ("Company" or "Employer" which expression shall, where the context so admits, include its heirs, successors, executors and permitted assigns):

And

ASRITHA GADDE S/D/O Srinivasara Gadde aged about 20 years and presently residing at House no: 3-84-1, Ramalayam Street, Chevuru Village, G Konduru Mandal, Krishna District, Andhrapradesh hereinafter referred to as the "Employee", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include his heirs, executors, administrators, permitted assigns and legal representatives).

WHEREAS:

A. In connection with the offer letter given by the Company date 1st Dec 2022, the Company desires to employ the Employee and the Employee accepts the employment of the Company.

B. In order to more clearly define the relationship between the Company and Employee, the Company and Employee desire to execute this Agreement; and

C. The Company's engagement and continual employment of the Employee is conditioned upon the Employee's express acceptance of and adherence to the terms set forth in this Agreement.

The Company and the Employee shall hereinafter be collectively referred to as "Parties" and individually as "Party".

Words of any gender are deemed to include those of the other gender such as "he" include "she"

IN CONSIDERATION OF THE MUTUAL COVENANTS HEREIN CONTAINED AND OF THE MUTUAL BENEFITS HEREIN PROVIDED, THE COMPANY AND THE EMPLOYEE AGREE AS FOLLOWS:

19H21A0402



8. Definitions:

1.1 "Affiliate" shall mean a Person that directly or indirectly through one or more intermediaries, controls, or is controlled by, or is under common control with, a specified Person, provided that, in respect of an Employee, Affiliates shall include his relative (as is such term defined in the Companies Act, 2013). For purposes of this definition, "control" means the possession, directly or indirectly, of the power to elect more than 50% of the governing board of such Person or to direct to cause the direction of the management and policies of the Person, whether through ownership of voting securities, partnership or limited liability interests, non-profit membership, contract or otherwise.

1.2 "Business" shall mean and include (i) e-learning platform for students (iii) and such other business as the Company may start in the ordinary course of business;

1.3 "Business Days" shall mean days other than, Sunday and public holidays in Hyderabad;

1.4 "Control" shall mean, with respect to any Person: (i) the ownership of more than 50% (fifty percent) of the equity shares or other voting securities of such Person, (ii) the possession of the power to direct the management and policies of such Person, or (iii) the power to appoint a majority of the directors, managers, partners or other individuals exercising similar authority with respect to such Person by virtue of ownership of voting securities or management or contract or in any other manner, whether directly or indirectly, including through one or more other Persons; and the term "Common Control" and "Controlled by" shall be construed accordingly;

1.5 "Non-Compete Period" shall mean the period commencing on from the Effective Date and expiring after 12 (twelve) months from the termination of employment of the Employee in terms of this Agreement;

1.6 "Non-Competing Business" shall mean and include any business which does not compete, either directly or indirectly, with the business or any other business as conducted / engaged by the Company, its Subsidiaries and Affiliates, from time to time.

1.7 "Person" shall mean an individual, an association, a corporation, a partnership, a joint venture, a trust, an unincorporated organization, a joint stock company or other entity or organization, including a government or political subdivision, or an agency or instrumentality thereof and/or any other legal entity;

1.8 "Subsidiary" shall have the meaning given to it under the Companies Act, 2013.

1.9 "The standard working hours" for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week. In view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity, in such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.

2. Duties and Functions.

2.1 Upon the commencement of this Agreement, the Employee shall occupy the position and perform the duties of Business Operations Executive of the Company. The Employee shall fulfill such general duties and responsibilities as are consistent with such position and as are assigned to him from time to time by the Company. Further, the Employee shall perform his duties and functions in such a manner as to achieve the goals set by the Company.

2.2 The Employee agrees that he shall be posted at Telangana, Hyderabad. However, during employment with the Company, the Employee may be posted/ transferred at any place in India to any

of the offices of the Company or Affiliates either existing or to be set up, without any additional remuneration at the sole discretion of the management of the Company.

2.3 The Employee shall devote all his business time, attention and energies to the business, and professional manner.

2.4 The Employee agrees that he will, at all times, while performing services for the Company, devote his reasonable best efforts, skill and ability and shall perform his responsibilities in a competent and professional manner.

2.5 The Employee further agrees that during the term of this Agreement, he shall not render commercial or professional services of whatsoever nature to any person or organization, whether or not, for pecuniary gain.

2.6 The Employee agrees and undertakes that during the term of this Agreement, he shall not hold any position (whether directly or indirectly, for profit or not) in any company, organization, entities, partnership and/or joint venture without the prior written consent of the Company.

2.7 The Employee agrees to abide by the rules, regulations, human resource manual, stock option scheme, personnel policies and other policies of the Company and any change thereof which may be adopted by the Company from time to time ("HR Manual").

3. Compensation and Benefits.

3.1 The Employee shall be entitled to the following compensations and benefits as given below:

3.1.1 Remuneration: The Employee shall be entitled to the remuneration as set out in detail in SCHEDULE 1 annexed hereto.

3.2 Reimbursement of Expenses. Upon presentation of supporting documentation as may be reasonably satisfactory to the Company, the Company may as per the its policies, reimburse all business-related expenses incurred by the Employee in the performance of his duties hereunder, including, without limitation, those incurred in connection with business-related travel, boarding and lodging, telecommunications and entertainment in accordance with Company's policy in this regard.

3.3 Withholding & Taxation. The Remuneration (cost-to-company) paid to the Employee hereunder shall be subject to applicable taxes and the Company may withhold therefrom any amounts as are required to be withheld pursuant to applicable law. Any tax liability arising in respect of payments made pursuant to the Agreement or income earned by the Employee while the Agreement is in effect shall be borne solely by the Employee. The Company shall only be responsible for withholding taxes from the payments made to the Employee pursuant to the Agreement and payment thereof to the credit of the government in accordance with the Income Tax Act, 1961.

3.4 Leaves and Benefits: Subject to the applicable laws, the Employee shall be eligible for certain leaves such as casual leaves, sick leaves etc. The terms and conditions for such leaves is governed by the HR Manual of the Company and the Company reserves the right to modify the terms of such HR Manual without any consent of the Employee.

3.5 Relocation Reimbursement Benefits. Company shall reimburse as per norms for the expenses he/she and his/het family incur in relocating to the metropolitan area as required by the job in accordance with Company's Relocation Plan and/or as otherwise agreed by Company. In the event that Employee's employment is terminated within one year following the joining date (i) by Employee or (ii) by the Company, Employee shall and hereby does agree to repay the Company in full for the Relocation Reimbursement done by the company.

3.6 Joining Bonus Benefits: If employee shall be entitled to receive a joining bonus, the joining Bonus will be paid no later than 30 days following the joining Date. In the event that Employee's employment is terminated within one year following the joining date (i) by Employee or (ii) by the Company, Employee shall and hereby does agree to repay the Company in full for the joining Bonus.

4. Term of the Agreement.

4.1 The Parties acknowledge that Employee's employment with the Company commenced on Effective Date and agree that it will continue unless terminated by either Party in accordance with the provisions of this Agreement ("Term"); Provided, however, that the employee agrees to serve the company for a minimum period of 3 months from the effective date.

5. Termination of the Agreement

5.1. Termination by Company for Cause:

5.1.1. The term "Cause" shall include:

- a) Unauthorized leaves taken from the Company;
- b) a material act of dishonesty, or fraud or other willful misconduct by the Employee that is detrimental to the pecuniary interests, reputation or goodwill of the Company, its Subsidiaries and Affiliates;
- c) the Employee's consistent failure to reasonably render the services and perform his duties or breach of any material obligation as provided in this Agreement, which is not cured within 30 (thirty) days following the Employees receipt of written notice (include written letter or electronic mail) thereof in that behalf from the Company;
- d) unethical business conduct in violation of the policies of the Company or any anti-corruption laws as applicable in India;
- e) breach of any material statutory duty relevant to his role that, if capable of being cured and provided that such breach does not have a material adverse effect on the Company, has not been cured within 30 (thirty) days of the date of notice of such breach;
- f) (unauthorized material) disclosure of any Confidential Information of the Company, its Subsidiaries and Affiliates; and
- g) Conviction for any criminal offence.

5.1.2. The Company shall be entitled to terminate the services of the Employee for Cause immediately, without serving any notice period to Employee. Further the Company shall not give any severance package or monetary compensation to the Employee upon termination of Employment under Clause 5.1.

5.2. **Termination for Employee's Disability.** After the completion of training Period, if in the sole opinion of the Company, the Employee is unable to carry out the responsibilities and functions of the position held by Employee by reason of any physical or mental impairment for more than 30 (thirty) consecutive days or more than 90 (ninety) days in any twelve-month period, then, the Company may terminate Employee's services, subject to applicable law.

5.3. **Resignation by Employee.** Subject to applicable law and after the completion of Minimum Term, the Employee may, at his option, terminate this Agreement by serving the Company with prior 45 (Forty-Five) days written notice ("Notice Period") or his resignation from the Company. Parties understand the following:-

5.3.1. the Employee may request the Company to reduce the term of Notice Period and the Company may accept such request. Upon the occurrence of this event, mentioned in clause 5.3.1., the Company at no cost accept such request of the Employee;

5.3.2. the Company at its own discretion may also waive off term of Notice Period and compensate the Employee with such amount as it may deem fit.

5.4. **Termination due to Abscond of Employee:** Subject to the applicable law, if the Employee is absent from the office for a period of 3 days such employee shall be referred as Absconded Employee. The Company at its sole discretion terminates the employment of the Absconded Employee by serving notice to such Employee.

5.5. **Termination before the completion of training Period:** Subject to applicable law and before the completion of training Period, the Company owing to the non-performance Employee, at its option,

terminate this Agreement by serving the Employee with 1 (one) day prior written notice of his termination from the Company.

6. Effective Date of Termination. Notwithstanding anything in this Agreement, the termination of the Employee's services pursuant to this Agreement shall be effective:

- 6.1 30 (thirty) days after the Company delivers to the Employee written notice of his termination by reason of the Employee's having become disabled as per Clause 5.2 above;
- 6.2 immediately upon the delivery of written notice to the Employee by the Company of his termination with Cause as per Clause 5.1;
- 6.3 the last working day of the Employee, where Employee delivers to the Company written notice of his resignation in accordance only with Clause 5.3 above. The Employee agrees that during such notice period Employee shall continue to perform his regular duties and will assist the Company. Further the Employee shall be relieved from his duties only after he hands over the Company's property and comply with the terms of full and final settlement policy;
- 6.4 the date mentioned in the termination notice issued by the Company, with respect to event occurred as per Clause 5.4 and 5.5 above;

7. Effect of Termination

7.1 Effect of termination before the expiry of training Period: If the employment of the Employee is terminated by the Company before the expiry of the training Period, the Employee shall receive only unpaid salary with respect to the number of days worked by the Employee. For the purpose of clarification, the Company shall not give severance package/salary to the Employee.

7.2 Effect of termination before the expiry of Minimum Term: If the Employee violates the Clause 4.1 of this Agreement i.e., Employee terminates this Agreement before the completion of Minimum Term, Employee agrees for the following:-

7.2.1 Shall pay a cost of training of INR 25,000/- immediately; and
7.2.2 the Employee shall finish all the exit formalities as per the human resources policies/manual of the Company. The Company shall upon receipt of payment of liquidated Damages, shall relieve the Employee from the duties, within 30 days from the date of payment of liquidated Damages

It is hereby clarified that, in the event, if the Employee fails to comply with the conditions mentioned in clause 7.2.1, and 7.2.1, he shall be known as bad leaver ("Bad Leaver") the Company shall have a right to receive from the Employee such liquidated Damages and unliquidated damages, as it may deem fit. Notwithstanding anything contained in this Agreement, upon an Employee becoming a Bad Leaver (including where the Employee's services are terminated for Cause), the Company shall be entitled to all remedies that may be available to it under applicable law.

7.3 Effect of termination due to Absconding: If the Employee is absconded, as stipulated under Clause 5.5 of this Agreement, the Company shall have a right to receive from the Employee such damages, as it may deem fit. Notwithstanding anything contained in this Agreement, the Company shall be entitled to all remedies that may be available to it under applicable law

8. Non-Disclosure of Confidential or Proprietary Information.

8.1 The Employee acknowledges that during the course of rendering services and performing his other duties under this Agreement, he will have and / or has had access to information about the Company and / or its Affiliates or otherwise in its possession and that his services with the Company shall bring him into close contact with many confidential affairs of the Company and / or its Affiliates, including without limitation, information regarding the following:

8.1.1 management methods and operating techniques;

- 8.1.2 sales, advertising and marketing methods;
- 8.1.3 business and training techniques, manuals and procedures;
- 8.1.4 information regarding customers and products;
- 8.1.5 information regarding employees and personnel;
- 8.1.6 hardware systems and software programs;
- 8.1.7 trade secrets, business strategies, copyrights, designs, test methods, software and such other intellectual properties; and
- 8.1.8 information relating to the prior, current or contemplated products or services offered and information that the Employee has a reasonable basis to believe was accepted by the Company and / or Affiliates from any third party under obligations of confidentiality (collectively, the "Confidential Information").

8.2. In recognition of the foregoing, during and after the termination of this Agreement (regardless of the reason for any such termination) and until such time as the Confidential Information is generally published or is available to the general public other than through the Employee's unauthorized disclosure, the Employee shall not, without the prior written consent of the Company, disclose or use or make available for anyone to use (except in the course of rendering his services, or in furtherance of the business of the Company and Affiliates and as authorized in writing by the Company) any Confidential Information.

8.3. All documents, records, data, apparatus, equipment and physical property pertaining to the Company and / or its Affiliates, whether or not pertaining to Confidential Information, which are furnished to the Employee by the Company and/or its Affiliates or are produced by the Employee in connection with the rendering of services by the Employee hereunder will be and remain the sole property of the Company or the respective Affiliates (as the case may be).

8.4. The Employee will return to the Company or to the relevant Affiliate, all such materials and property, including any material or medium from which any Confidential Information may be ascertained or derived, as and when requested by the Company or the relevant Affiliate. In any event, the Employee will return all such materials and property immediately upon the termination of the Employee's services for any reason, as provided in this Agreement. The Employee will not retain any such material or property or any copies, compilations or analyses thereof after such termination.

9. Intellectual Property Rights.

9.1. All rights, title and interest in any intellectual property arising out of or in connection with the rendering of services by the Employee hereunder, including without limitation any copyrights, rights to derivative works, trade secrets, software, technology, patents and any other intellectual property rights, created or conceived (including, but not limited to, any tools, designs or methodologies) during the employment of the Company under this Agreement whether or not in the Company's premises or using the Company's property or other proprietary rights therein, shall be considered as work for hire and shall be the absolute property of the Company ("Work for Hire"). The Employee hereby, without further consideration, perpetually and irrevocably transfers, assigns and conveys all right, title and interest to such property (including, but not limited to, any moral rights) worldwide that the Employee may have or be entitled to under any law or equity whatsoever to the Company. To the maximum extent permitted by applicable law, the Company's rights herein associated with any such assignment shall not lapse for any reason whatsoever (other than as expressly agreed to by the Company), including but not limited to non-usage and / or non-enforcement of such right. At the Company's request, the Employee shall cooperate with the Company in completing any filings and processes, to perfect the Company's (or its designated) ownership in intellectual property rights hereunder.

9.2. This Clause 9 is subject to, and shall not be deemed to limit, restrict, or constitute a waiver by the Company of any rights of ownership to which the Company may be entitled to by operation of law by

virtue of the Company or any of its affiliates being provided the services by the Employee in the manner contemplated by this Agreement.

10. Non-Competition Restrictions and Non-Solicitation Restrictions.

10.1. The Employee undertakes that without prejudice to any other duty implied by law, he shall not, either directly or through his Affiliates, during the Non-Compete Period, either personally or through an agent, company or through a partnership or as a shareholder of a private company or a public unlisted company, joint venture, partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or in any other manner whatsoever, whether for profit or otherwise:

10.1.1. be concerned or interested in any business in any manner whatsoever that directly or indirectly competes with the business or any business in which the Company engages or plans to engage in at the time of termination of the employment of the Employee ("Competing Business");

10.1.2. be concerned in any business in any manner whatsoever that directly or indirectly competes with the business in which such Employee is materially involved as an employee of the Company after the Effective Date;

10.1.3. except on behalf of the Company, canvas or solicit business or customers for services similar to those being provided by the Company from any Person who is a customer of the Company;

10.1.4. induce or attempt to induce any customer/client of the Company to cease to be a customer/client, or to restrict or vary the terms of the contract to, the Company or otherwise interfere with the relationship between such a customer/client and the Company (save and except actions taken during the course of his employment with the Company in exercise of his power and authority as an employee of the Company and in, what he reasonably believes to be, in the interest of the Company);

10.1.5. he shall not, directly or indirectly, including by assisting others, solicit, recruit, induce or attempt to persuade (a) any Person then engaged by the Company as an employee, officer or director or so engaged within the preceding 12 month(s) period ("Existing Employee"), to leave the employment of the Company; or (b) encourage any consultant, vendor or customer to reduce the quantum of business they do with the Company. It is clarified that the Employee shall be deemed to have breached and failed to comply with the provisions of this Clause 10.1.4 if the Employee directly or indirectly as an officer or director of another organization or otherwise, employ, engage or retain, an Existing Employee, if such employment or engagement arose on account of any act of the Employee.

10.2. The Parties recognize that the foregoing covenants in this Clause 10 and the time and other limitations with respect to the value and goodwill of the Company, and agree that such limitations are the adequate protection of the value and goodwill of the Company, and agree that such limitations are reasonable with respect to the business of the Company.

10.3. The Employee acknowledges and agrees that the compensation paid to him under this Agreement (as set out in Clause 3 above) along with the mutual agreements, covenants, representations and warranties set forth in this Agreement is adequate consideration for the non-competition covenants contained in this Agreement and that the restrictions contained in this clause are considered reasonable for the legitimate protection of the Business and Goodwill of the Company. However, in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this clause valid and effective.

10.4. The Employee acknowledges and agrees that the covenants and obligations with respect to non-competition and non-solicitation as set forth above shall not be construed to be a restraint of trade against the Employee and relate to special, unique and extraordinary matters, and that a violation of any of the terms of such covenants and obligations will cause the Company irreparable injury. Each of such covenants contained in this Clause shall be construed as a separate covenant and if, in any judicial proceeding, a court shall refuse to enforce any of the separate covenants of this clause, then such covenant shall be deemed included herein only to the extent enforceable as permitted under the applicable laws for the purpose of such proceeding or any other judicial proceeding to the extent necessary to permit the remaining covenants to be enforced.

11. Warranties:

11.1 Employee confirms and warrants that:

- a) he has carefully read and fully understands all the provisions of this Agreement.
- b) he has not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime (other than minor traffic offences), and there is no lawsuit, arbitration, administrative or other proceeding or governmental investigation pending or threatened against him.
- c) he has not been the subject of any adverse court judgment which threatens his solvency or substantially compromises his financial security.
- d) by entering into this Agreement or performing any of the obligations under it, he will not be in breach of any court order or any express or implied terms of any contract or other obligation binding on him. The Employee further undertakes to indemnify the Company against any such claims, costs, damages, liabilities or expenses which the Company may incur if he is in breach of any such obligations.
- e) in the performance of his obligations, the Employee will not utilize or make available to the Company or any of its Subsidiaries/Affiliates any Confidential Information of any third party or violate any obligation with respect to such information.
- f) he has never been suspended, censured or otherwise been subjected to any disciplinary action or other proceeding, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organization.

11.2. This employment is on the basis that the information submitted by the Employee is complete and correct. The Employee agrees and acknowledges that if it is found that the information submitted is false or incomplete or that the Employee has concealed / suppressed certain material information which detrimentally impacts the Company, the Company may terminate employment without providing any notice or pay in lieu thereof in addition to other remedies available to the Company against the Employee under this Agreement and law.

12. **Void or Unenforceable Restrictions.** If any restriction or undertaking is found by any court or other competent authority to be void or unenforceable, the Parties shall negotiate in good faith to replace such void or unenforceable restriction or undertaking with a valid provision which, as far as possible, has the same legal and commercial effect as that which it replaces.

13. **Breach:** If any breach or violation of the provisions, covenants warranties, the Employee agrees that damages alone are likely not to be sufficient compensation and that injunctive relief is reasonable and is likely to be essential to safeguard the interests of Company and that injunctive relief (in addition

to any other remedies afforded by a court of equity may (subject to the discretion of the courts) be obtained. No waiver of any breach or violation shall be implied from forbearance or failure by the Company to take action.

14. Indemnities. The Employee, at all times during the course of his employment in the Company (and even after the termination of this Agreement with respect to the terms contained herein) agrees to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company actually suffers or incurs as a direct result of acts or omissions of the Employee during the course of employment.

15. Deductions. The Employee agrees and acknowledges that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from the Employee's salary, or final settlement, any outstanding loans, advances or overpayments.

16. Entire Agreement; Termination of Prior Agreements. This Agreement and the agreements and documents referred to herein contain the entire understanding of the Employee and the Company with respect to the services to be rendered by the Employee to the Company and supersede any and all prior understandings, written or oral, between the Employee and the Company and between the Employee and any Affiliate or predecessor of the Company. Any such prior understandings or agreements are hereby terminated and are of no further force and effect. This Agreement may not be amended, waived, discharged or terminated orally, but only by an instrument in writing, specifically identified as an amendment to this Agreement, and signed by the Employee and a duly authorized officer of the Company. By entering into this Agreement, the Employee certifies and acknowledges that he has carefully read all of the provisions of this Agreement and the rules and regulations of the Company and that he voluntarily and knowingly enters into this Agreement.

17. Severability. If any provision of this Agreement or the application thereof to any Person or circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any law or regulation or government policy or any amendment thereof, the remainder of this Agreement and the application of such provision to Persons or circumstances other than those as to which it is held invalid or unenforceable shall not be affected thereby, and each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the unenforceable provision.

18. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the Republic of India without regard to applicable conflicts of laws principles. The courts in Hyderabad shall have the exclusive jurisdiction in relation to all matters arising out of this Agreement.

19. Notices.

Any notice or other communication hereunder must be given in writing and either (a) delivered in person, (b) transmitted by facsimile, provided that any notice so given is also mailed as provided in clause (c); or (c) mailed, postage prepaid, as follows:

Company	Sai Rahul Varma G CEO & Director Edupolis Education Technology Private Limited, Address: Unschool, 52, CRESENT TOWERS, PLOT -101B PRAAGATHI NAGAR, ABOVE KARUR VYSYA BANK, HYDERABAD, TG 500090 IN
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or to such other address or to such other Person as any Party shall have last designated by such notice to the other Parties. Each such communication shall be effective (i) if given by mail, three days after such communication is deposited in the mail with first class postage prepaid, addressed as aforesaid, (ii) if given by facsimile, when transmitted to the applicable number so specified in (or pursuant to) this Clause 19 provided that appropriate confirmation of receipt is generated by the facsimile and a duplicate copy is mailed, postage prepaid, or (iii) sent by electronic mail or if given by any other means, when actually delivered at such address.

20. Miscellaneous.

20.1 No delay or omission by the Company or the Employee in exercising any right under this Agreement shall operate as a waiver of that or any other right. A waiver or consent given by the Company or the Employee on any one occasion shall be effective only in that instance and shall not be construed as a bar or waiver of any right on any other occasion.

20.2 This Agreement may be modified or amended only by an instrument in writing executed by the Parties hereto and approved in writing by a duly authorized officer of the Company. The Parties hereto agree that in no event shall an oral modification of this Agreement be enforceable or valid.

20.3 The captions of the Clauses of this Agreement are for convenience of reference only and in no way define, limit or affect the scope or substance of any section of this Agreement.

20.4 The Employee has been provided with an opportunity to consult with the Employee's own counsel with respect to this Agreement.

20.5 Notwithstanding anything to the contrary contained elsewhere, the Company shall be entitled at all times to set off any amount owing at any time from the Employee against any amount payable at any time by the Company to the Employee pursuant to this Agreement.

20.6 The requirements and covenants of Clauses 8 (Non-Disclosure of Confidential or Proprietary Information), 9 (Intellectual Property Rights), 10 (Non-Competition Restrictions and Non-Solicitation Restrictions), 14 (Indemnities), 17 (Severability), 18 (Governing Law), 18 (Dispute Resolution), and 20 (Miscellaneous) and such other clauses which by their nature survive termination, shall survive and continue in full force and effect after the termination of this Agreement.

Employee	<p>Name: ASRITHA GADE Address: - House no: 3-94-1, Ramalayam Street, Chevuru Village, G.Konduru Mandal, Krishna District, Andhrapradesh Email: asrithagadde8327Z@gmail.com Mobile: 9014762609</p>
	<p>Email: rahul@unschool.in</p>

IN WITNESS WHEREOF, EACH OF THE PARTIES HERETO HAS CAUSED THIS AGREEMENT TO BE DULY EXECUTED AND DELIVERED UNDER SEAL, BY ITS AUTHORIZED OFFICERS OR INDIVIDUALLY, AS OF THE DATE FIRST ABOVE WRITTEN.

- 21. Internship Period.
 - 21.1 The internship period will be for the 1st 3 months.
 - 21.2 Salary for the internship period i.e. for 1st 3 months will be INR 12000.
 - 21.3 Salary for the training period i.e. 1st month will be held as training cost and released along with the 2nd month salary to the Employee.
- 22. Full time Employment.
 - 22.1 The full time employment will start from the 4th Month.

EMPLOYEE:	Name: ASRTHA GAODE <i>Asrtha Gaode</i>
COMPANY:	Name: Rahul Varma Title: CEO, Edupolis Education Technology Pvt. Ltd. (Unschool) <i>Rahul Varma</i>

SCHEDULE 1

Remuneration breakup

- During the 1st 3 months, the employee is paid a base stipend of 12000 INR

- Refer below for the split-up of the salary structure for the full-time role (after the internship period) at Edupolis Education Technology Pvt Ltd. (Unschool).

Annexure

Automatic CTC Structure		Particulars
Annual	Monthly	
84,000	7,000	Basic Salary
33,600	2,800	House Rent Allowance
24,000	2,000	Phone & Internet
-	-	Any Specific allowance [2]
-	-	Any Specific allowance [3]
7,558	639	Special Allowance
1,49,268	12,439	Gross Salary
13,884	1,157	Provident Fund
4,848	404	ESIC
1,68,000	14,000	Gross Salary Fix
-	-	Variable
-	-	Medicaim
-	-	Bonus
-	-	Gratuity
1,68,000	14,000	Cost To Company [TOTAL]
1,119	93	ESI Employee
-	1,157	PF Employee
-	-	Professional Tax
-	11,189	Take Home

[* Subject to TDS deduction]

-Your CTC is Rs 1,68,000-per annum as the fixed portion and +10,000 INR per month performance-based incentives for the operating year 2022-23 payable monthly.

Other benefits

1 Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.

Refer below for the split-up of the salary structure after completion of 6 months as an New Designation at Edupolls Education Technology Pvt.Ltd. (Unschool).

Name	ASRITHA GAODE	1 st December 2022	Executive Business Operations
DOJ			Designation

Automatic CTC Structure		
Particulars	Monthly	Annual
Basic Salary	14,400	1,72,800
House Rent Allowance	5,760	69,120
Phone & Internet	2,000	24,000
Any specific allowance [2]	-	-
Any specific allowance [3]	-	-
Special Allowance	4,862	58,344
Gross Salary	27,022	3,24,264
Provident fund	1,728	20,736
ESIC	-	-
Gross Salary FIK	28,750	3,45,000
Variable	-	-
Medical	-	-
Bonus	-	-
Gratuity	-	-
Cost To Company [TOTAL]	28,750	3,45,000
ESI Employee	-	-
PF Employee	1,728	-
Professional Tax	200	-
Take Home	25,094	-

(* Subject to TDS deduction)

Your CTC is Rs 3,45,000/- per annum as the fixed portion and 3LPA performance-based incentives for the operating year 2022-23 payable monthly.

Other benefits

1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.

I hereby accept the aforesaid position and terms and conditions of employment set forth above

Authorized Signatory

Rahul Varma
Co-Founder and CEO
Edupolis Education Technology Pvt Ltd. (Unschool)



for Edupolis Education Technology Pvt Ltd (Unschool)

Yours faithfully,

Thanking you,

We hope you have a great learning experience with us and grow in the process of this role.

Name: Hridho. Gadge

Date: 11/11/2022

Signed: Hridho Gadge

IN CONSIDERATION OF THE MUTUAL COVENANTS HEREIN CONTAINED AND OF THE MUTUAL BENEFITS
HEREIN PROVIDED, THE COMPANY AND THE EMPLOYEE AGREE AS FOLLOWS:

- Words of any gender are deemed to include those of the other gender such as "he" include "she".
- The Company and the Employee shall hereinafter be collectively referred to as "Parties" and individually as "Party".
- C. The Company's engagement and continual employment of the Employee is conditioned upon the Employee's express acceptance of and adherence to the terms set forth in this Agreement.
- B. In order to more clearly define the relationship between the Company and Employee, the Company and Employee desire to execute this Agreement; and
- A. In connection with the offer letter given by the Company date 1st Dec 2022, the Company desires to employ the Employee and the Employee accepts the employment of the Company.

WHEREAS:

Kallepalli Likitha S/D/O Kallepalli Srinivas aged about 20 years and presently residing at 1-4-287/1, Beside Jomy stand, RTC Workshop Road, Bhavanipuram, Vijayawada, Andhra Pradesh-520012 hereinafter referred to as the "Employee", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include his heirs, executors, administrators, permitted assigns and legal representatives).

And

Edupolis Education Technology Private Limited, a company incorporated under the Companies Act, 2013 having CIN U72900TG2021PTC149055 and its registered office at Unschool, S2, CRESCENT TOWERS, PLOT-1018 PRAGATHI NAGAR, ABOVE KARUR VYSYA BANK, HYDERABAD TG 500090 IN, represented by one of its director Mr. Rahul Varma ("Company" or "Employer" which expression shall, where the context so admits, include its heirs, successors, executors and permitted assigns);

By And Between

This EMPLOYMENT Agreement (this "Agreement") is made and executed on this 7th Nov 2022 at Hyderabad (hereinafter referred to as the "Effective Date").

EMPLOYMENT AGREEMENT



20117540414

Date: 30th Nov 2022

Dear Pulipati Sravya

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions assatsted herein.

Upon your joining the Company, you would be designated as **Engineer Trainee-Networking**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is a conditional offer letter given to you based on the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate. You would receive the final offer letter only upon you meeting the following conditions:

- you should complete a one hundred and twenty (120) hours of training under the Center of Excellence (CoE) Initiative in your final year of your academic graduation.
- >=90% attendance in Virtual Interactive Learning and Training (VILT)
- Passing all training assessments with >80% threshold (upto 2 attempts would be provided to students for each module of training assessment. If you fail to clear in the first attempt, then you should clear all the training assessment modules in the second attempt. If you fail, you would not be considered eligible for final offer letter and recruitment process thereto.
- 90% Lab Utilization
- 90% E-Learning Completion
- you are passing in all subjects of your academic graduation with minimum 70% percentage and within the scheduled original course duration.
- In case, if it emerges after you are joining the training program of Movate that you have a backlog of subjects under your academic graduation and have not passed through, you should ensure completing the same within the scheduled original course duration to be eligible for selection to Movate.
- you are completing and passing through necessary HR formalities, including but not limited to Background Verification.

2. Movate will have the absolute right and discretion to offer employment to you notwithstanding your successful completion of the training as stated in this conditional offer letter, you passing your academic degree qualification and you meeting the requisite standards specified by Movate. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.

3. You shall not be eligible for or paid any stipend for the one hundred and twenty (120) hours of training that you undergo as part of the Center of Excellence Initiative.

4. Please be specifically informed that this offer of employment is specific to projects that the Company may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining the Company and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

MOVATE TECHNOLOGIES PRIVATE LIMITED
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)
CIN: U72900TN2000PTC115034

Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058, Tamil Nadu, India Tel: +91 44 6632 2000; www.csscorp.com



DECLARATION

1. I understand that I have been offered the conditional offer on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the center of excellence training program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which Movate relied in good faith to admit me for the COE training program, my selection shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification. I fully agree that I will not be considered for any certifications provided by Movate.

2. I understand that I am expected to meet all the set performance evaluation criteria as may be decided by Movate from time to time, before I could be declared successful candidate to receive the final offer from Movate. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the COE training program, and no further attempt/chance may be given to the undersigned, nor I the undersigned will have the right to question the correctness of the result declared by Movate. As a logical corollary, I will not be considered for absorption/ employment by with Movate.

3. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the COE training program, I will not be considered for final offer and receive any certifications provided by Movate.

4. I understand and agree that my selection shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances my conditional offer gets annulled, and I will not be considered for future employment with Movate and would not receive any certifications provided by Movate.

5. I understand that on joining Movate as an employee, I may be posted to any location within India, as per business requirements of Movate. I further understand that the decision taken by Movate in this regard would be final and binding on me.

6. I understand that Movate functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of Movate.

7. I understand on joining Movate as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with Movate.

8. I am aware that I should possess a personal laptop/Desktop and I should complete all the relevant training modules and lab exercises to become eligible for the final selection.

The undersigned accepts the above conditional employment offer, agrees that it contains the terms of employment with MOVATE, and that there are no other terms, expressed or implied, except the terms and conditions incorporated by reference herein-above. By accepting this conditional employment offer, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with MOVATE. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Accepted:

Candidate Signature _____
Date _____

Annexure - 1
Salary Working

Name:		Pulipati Sravya	
Designation:		Engineer Trainee-Networking	
Grade:		JL 1B	
Explanatory Notes		Monthly	Annual
Basic Pay	30% On TGC	7,600	91,200
House Rent Allowance	50% On Basic	3,800	45,600
Statutory Bonus	As per the Act	1,520	18,240
Special Allowance*	Balancing Component	10,613	127,360
Provident Fund (Employer Contribution)	As per the Act	1,800	21,600
Total Guaranteed Compensation (TGC)		25,333	304,000
Variable Performance Pay (VPP)	5% On CTC		16,000
Total Variable Compensation**			16,000
Gross Cost to Company (CTC)			320,000
Night Shift Allowance (US)	22 days	3,300	39,600
Total Allowances			39,600
Personal Accident Disability Cover			750,000
Accidental Death Cover			1,500,000
Group Term Life Insurance Cover			1,500,000
Employee Direct Linked Insurance Cover			1,500,000
Hospitalization Insurance for Self, Spouse & 2 Dependent children			705,000
Gratuity as per prevailing rules			200,000
Leave Encashment upon exit up to 60 days Basic			
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules			
**Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution			
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.			
**As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.			
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance.			

MOVATE TECHNOLOGIES PRIVATE LIMITED
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)

CIN: U72900TN2000PTC115034

Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058, Tamil Nadu, India Tel: +91 44 6632 2000; www.csscorp.com

January 21, 2023

Mr. Nayeem Mahamamd,
5-324/1,
Jaggayyapet,
Andhra Pradesh

Mr. Nayeem Mahamamd,

Sub: Internship cum Placement Offer

We thank you for exploring career opportunities with Plintron.

You have successfully completed our initial selection process and we take great pleasure in offering you Internship Cum Placement in our organization.

You could start your internship with us on 01-Mar-23, at our D.L.F. Chennai Office. You would be paid a stipend of Rs.10,000/- p.m. during your internship.

Upon completion of your graduation, you would be absorbed in the permanent rolls of the organization at an annualized compensation of Rs.350,000/-. In addition to the above, you will be entitled to medical and gratuity benefits as per company policy.

We believe this offer represents the beginning of an exciting and satisfying career at Plintron and we will work together in building a world-class organization.

Wishing you the very best.

Yours Sincerely
For Plintron Mobility Solutions Pvt. Ltd,

K. N. Anand

K. N. Anand
Senior Vice President – Human Resource

Plintron Mobility Solutions Private Limited
Registered Office: Block 6, GKS Tech Park, Level 3, DLF IT SEZ, 1/124, Shivali Gardens, Ramapuram, Chennai – 600 089, INDIA
www.plintron.com
Phone: 044 64623242 | Fax: 044 42642536
CIN NO: U64204TN2010PTCO76664



TNP MIC College <np@ntech.ac.in>

FACE Prep | Campus Recruitment - 2023 | Associate Trainer | DEVINENI VENKATA RAMANA & DR.HIMA SEKSHAR MIC COLLEGE OF TECHNOLOGY

 FACE Recruitments <recruitment@faceprep.in>
 To: TNP MIC College <np@ntech.ac.in>

Wed, Apr 26, 2023 at 6:52 PM

Dear Sir,

Greetings from FACE Prep!

PFB, the list of selected candidates for the role of Associate Trainer.

Name	Mail ID	College Name	Gender	Degree	Department
Bobhavi ShirDavya	shbobhavi7891@gmail.com	DVR & Dr.HS MIC college of Technology	Female	B.TECH	CSB
Overidama Damara	dameritechdarslma@gmail.com	DVR & Dr.HS MIC college of Technology	Female	B. Tech	CSB
D.Jartha Bhavani	harikabhasri000@gmail.com	DVR & Dr.HS MIC college of Technology	Female	B.tech	Ece
Kodavaramma Madhuru	kodavarani191@gmail.com	DVR & Dr.HS MIC college of Technology	FEMALE	B.TECH	ECE
M.S.L.Sei Nollitha	mshsaijollitha@gmail.com	DVR & Dr.HS MIC college of Technology	Female	B. Tech	Ece
Jhansari Naktanabhoira	njhanstari@gmail.com	DVR & Dr.HS MIC college of Technology	Female	B. Tech	Computer Science and Engineering
Suprjaja Potti	suprajeshoney2408@gmail.com	DVR & Dr.HS MIC college of Technology	Female	B.Tech	Electronics and communication engineering
KONDAPALLI RAMYA	ramyaecsb87@gmail.com	DVR & Dr.HS MIC college of Technology	Female	B. Tech	ECE

Their joining date will be on July 3, 2023

Base Location : Chennai

Offer letters will be shared to the candidates shortly.

Best Regards,

 Srinivasan M
 FACE Recruitment Team


12, Lakshmi Nagar, Avinashi Road, Coimbatore - 641014 | Tel: 8667504572 | Email:

The information contained in this email and any attachments is confidential and may be subject to copyright or other intellectual property protection. If you are not the intended recipient, you are not authorized to use or disclose this information, and we request you to notify us by reply mail at smm@faceprep.in or telephone and delete the original message from your mail system.
 (Please Don't Reply)

 Training & Placement Officer
 DVR & Dr HS MIC College of Technology


April 27, 2023

A Unit of Focus 4D Career Education Pvt. Ltd



Ms. Bobburi Sridivya
sribobburi7891@gmail.com
Candidate Id: CN20231046

Dear Bobburi Sridivya,

Further to our interactions with you, we are pleased to offer you the position of Associate Trainer in our Skill Development Division.

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

You will report to Mr. Prasad C (Training Manager) or anyone whom he may deputize. Your date of joining will be July 3, 2023. Your base location will be Chennai.

The period from your joining date to your course completion will be treated as an internship. During this period, you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance-based pay. In addition, you will be provided with other allowance up to Rs.1500/- and rent allowance of Rs.4,000/- (in case if you are not a permanent resident of Chennai). Your notice period during this period is 15 days. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an Associate Trainer with an Annual CTC of Rs.3,06,000/-. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.



Dear Koteswaramma Madduru,

Further to our interactions with you, we are pleased to offer you the position of Associate Trainer in our Skill Development Division.

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

You will report to Mr. Arun M (Training Manager) or anyone whom he may deputize. Your date of joining will be July 3, 2023. Your base location will be Chennai.

The period from your joining date to your course completion will be treated as an internship. During this period, you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance-based pay. In addition, you will be provided with other allowance up to Rs.1500/- and rent allowance of Rs.4,000/- (in case if you are not a permanent resident of Chennai). Your notice period during this period is 15 days. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

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We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

April 27, 2023

A Unit of Focus 4D Career Education Pvt. Ltd

Ms. Koteswaramma Madduru
koteswari191@gmail.com
Candidate Id: CN20231049



19-400

April 27, 2023

A Unit of Focus 4D Career Education Pvt. Ltd

Ms. KONDAPALLI RAMYA
ramyaaceb97@gmail.com
Candidate Id: CN20231053

Dear KONDAPALLI RAMYA,
Further to our interactions with you, we are pleased to offer you the position of Associate Trainer in our Skill Development Division.

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

You will report to Mr. Arun M (Training Manager) or anyone whom he may deputee. Your date of joining will be July 3, 2023. Your base location will be Chennai.

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We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

April 27, 2023

Ms. Supraja Potti

suprajahoney2408@gmail.com

Candidate Id: CN20231052

Dear Supraja Potti,

Further to our interactions with you, we are pleased to offer you the position of Associate Trainer in our Skill Development Division.

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

You will report to Mr. Prasad C (Training Manager) or anyone whom he may deputize. Your date of joining will be July 3, 2023. Your base location will be Chennai.

The period from your joining date to your course completion will be treated as an internship. During this period, you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance-based pay. In addition, you will be provided with other allowance up to Rs.1500/- and rent allowance of Rs.4,000/- (in case if you are not a permanent resident of Chennai). Your notice period during this period is 15 days. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

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Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.



Training & Placement Officer

DVR & Dr HS MIC College of Technology

19447



A Unit of Focus 4D Career Education Pvt. Ltd

April 27, 2023

Ms. M.S.L.Sai Nohitha
mslsainohitha@gmail.com
Candidate Id: CN20231050

Dear M.S.L.Sai Nohitha,

Further to our interactions with you, we are pleased to offer you the position of Associate Trainer in our Skill Development Division.

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

You will report to Mr. Prasad C (Training Manager) or anyone whom he may deputee. Your date of joining will be July 3, 2023. Your base location will be Chennai.

The period from your joining date to your course completion will be treated as an internship. During this period, you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance-based pay. In addition, you will be provided with other allowance up to Rs.1500/- and rent allowance of Rs.4,000/- (in case if you are not a permanent resident of Chennai). Your notice period during this period is 15 days. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an Associate Trainer with an Annual CTC of Rs.3,06,000/-. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Training & Placement Officer

DVK & Dr. H.S. Nik College of Technology

DVR & Dr HS MIC College of Technology
Training & Placement Officer

Dear D.harika bhavanj,

Further to our interactions with you, we are pleased to offer you the position of Associate Trainer in our Skill Development Division.

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

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The period from your joining date to your course completion will be treated as an internship. During this period, you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance-based pay. In addition, you will be provided with other allowance up to Rs.1500/- and rent allowance of Rs.4000/- (in case if you are not a permanent resident of Chennai). Your notice period during this period is 15 days. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an Associate Trainer with an Annual CTC of Rs.3,06,000/-. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Ms. D.harika bhavanj
harikahaarti00@gmail.com
Candidate Id: CN20231048

April 27, 2023

A Unit of Focus 4D Career Education Pvt. Ltd



19-413

MOLD-TEK

Technologies Limited

Date: 23/05/2023

MTR/HR/05/2023

To
Mr. P. Muthraf Khan,
H.No: 22-12, West Ibrahimpatnam
NTR District, Vijayawada
Andhra Pradesh-521456

Dear Mr. P. Muthraf Khan

1. With reference to your application and subsequent interview we've had with you, we are pleased to offer you an appointment in our organization as a " Trainee CAD Engineer - CES " with Mold-Tek Technologies Ltd. at Plot No.700, Road No.36, Jubilee Hills, Hyderabad 500 033.
2. Your employment with us will be governed by the terms and conditions as mentioned in your appointment letter. You need to sign a service agreement for a minimum period of 03(Three) years at the time of joining the service.
3. The appointment letter will be given to you on the date of joining. As part of the service conditions you need to submit us in original a Bank Guarantee for INR 1,00,000 Rupees on your date of joining with us, the bank guarantee has to be raised through any of the nationalized/scheduled banks.

4. Your joining date will be on July 9th, 2023. Any change in the date of joining should be communicated to the HR Department in writing well in advance.

5. This offer is valid subject to your clearing of B. Tech CIVIL Engineering with an aggregate of 65% and above.

6. Please sign the acceptance of this offer as a token of your acceptance, mentioning the date of your joining in Mold-Tek.
We welcome you to Mold-Tek Technologies Ltd, and look forward to a long and mutually beneficial association.

We wish you all the best.

For Mold-Tek Technologies Ltd.

Rajeev Kumar Ch
Rajeev Kumar Ch
GM-Human Resources

ACCEPTANCE

I hereby accept the offer of employment as _____
Vide Letter _____

No _____ I will report for duty on or before _____

Signature of P. Muthraf Khan _____

Corporate Office :

Plot # 700, Road No. 36, Jubilee Hills, Hyderabad - 500 033, Telangana, INDIA.

Phone : +91-40-40300360/01/02/03/04, Fax : +91-40-40300328, E-mail : r@moldtekindia.com
Website : www.moldtekindia.com CIN No: L25200TG1985PLC005631

Training & Placement Officer

DVR & Dr HS MIC College of Technology

(Signature)



CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Your Scheduled date of joining is 01-May-2023 (Tentatively).
Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. JONNALAGADDA SRIKANTH,

MR. JONNALAGADDA SRIKANTH,
S/O J RAJA BABU
D.NO 4-33, MYLAVARAM,
CHANDRALA,
KRISHNA DISTRICT,
ANDHRA PRADESH-521230.



EFF/HRD/23-24/OFF/069

24-Mar-2023

19H21A0448

19/4/2024



The Terms and Conditions of this offer are:

1. Your Training period would be for **Minimum Forty-Five days to Maximum Three months** starting from **01-May-2023**, and you will be designated as "Trainee" till the completion of your probationary period.



2. You are required to serve the company for a period of **2.5 WORKING YEARS** excluding the Training period.

3. You are required to submit all your **Original Academic Certificates** on the date of joining and would be held with the company till the completion of your service agreement.

4. You are required to complete all the assignments given in the training period within the stipulated time period. In case of your inability to complete the given task, you will be eliminated from the training.

5. If your training period extends on administration grounds, extension of training depends on the discretion of management.

6. You are eligible for a stipend of **Rs.4000/- per month** during the training period and after the successful completion of Training Period, your **Gross Salary + Allowances** would be **Rs.22,703/- (Rs.12,753+Rs.9,950)** per month also accommodation & travelling will be given separately.

7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of **Eifftronics Systems Pvt. Ltd.**, as applicable to you and the changes therein from time to time.

8. As per the **General Services Rules**, you are entitled to one casual leave per month and other public holidays.

Termination:

9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.

10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay **Recruitment cost and Training cost** on pro-rata basis to the company.

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Signature of Parent/ Guardian

Signature of candidate

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

HR MANAGER
(SPURTHI D)

For Efftronics Systems Pvt. Ltd.

- All Original Academic Certificates.
 - 5 Passport size photographs.
- For any further clarifications, Contact the HRD Recruitment.

You are required to report at HR Department on is 01-May-2023, at 9 AM along with the following documents.
13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.



11. At any time during the Training, if the Trainee is found to be will fully non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline.

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Your Scheduled date of joining is 01-May-2023 (Tentatively).
We are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd, Further to your application for employment with us, and the subsequent selection process.

CS Department.
Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in

Dear MR. KAKANI HEMANTH KUMAR,

ANDHRA PRADESH-521185.

NTR DISTRICT,

PENUGANCHIPROLU,

D. NO 1-53, NAWABUPETA,

S/O KAKANI SURYA NARAYANA,

MR. KAKANI HEMANTH KUMAR,

TO,

EFF/HRD/23-24/OFF/099

24-Mar-2023



efftronics
To provide insight for enhancing wealth

EFFTRONICS SYSTEMS PVT. LTD.
Plot No-4, IT Park, Mangalagiri-522 503, Guntur, AP, INDIA
+91 (8645) 666777 | info@efftronics.com | www.efftronics.com

20H75A0408

Training & Placement Officer
DVR & Dr HS MIC College of Technology
CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

The Terms and Conditions of this offer are:

1. Your Training period would be for **Minimum Forty-Five days to Maximum Three months** starting from **01-May-2023**, and you will be designated as "Trainee" till the completion of your probationary period.
2. You are required to serve the company for a period of **2.5 WORKING YEARS** excluding the Training period.
3. You are required to submit all your **Original Academic Certificates** on the date of joining and would be held with the company till the completion of your service agreement.
4. You are required to complete all the assignments given in the training period within the stipulated time period. In case of your inability to complete the given task, you will be eliminated from the training.
5. If your training period extends on administration grounds, extension of training depends on the discretion of management.
6. You are eligible for a stipend of **Rs.4000/- per month** during the training period and after the successful completion of Training Period, your **Gross Salary + Allowances** would be **Rs.22,703/- (Rs.12,753+Rs.9,950)** per month also accommodation & travelling will be given separately.
7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of **Efftronics Systems Pvt. Ltd.**, as applicable to you and the changes therein from time to time.
8. As per the **General Services Rules**, you are entitled to one casual leave per month and other public holidays.

Termination:

9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay **Recruitment cost and Training cost** on pro-rate basis to the company.

Signature of Parent/ Guardian

Signature of candidate

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

(SPURTHI D)
HR MANAGER

Spurthi D

For Ebitronics Systems Pvt. Ltd.

- All Original Academic Certificates.
 - 5 Passport size photographs.
- For any further clarifications, Contact the HRD Recruitment

You are required to report at HR Department on is 01-May-2023, at 9 AM along with the following documents.

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11. At any time during the Training, if the Trainee is found to be willfully non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline.



(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

and your parents.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you

Your Scheduled date of joining is 01-May-2023 (Tentatively).
Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. SURE GOPI KRISHNA,

ANDHRA PRADESH-521182.

NTR(DIST),

CHANDRALAPADU,

1-43, GUDIMETLA,

S/O S NARASIMHA RAO,

MR. SURE GOPI KRISHNA,

TO,

EFF/HRD/23-24/OFF/123

20-Mar-2023



To provide insight for enhancing wealth

Efftronics®

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

- The Terms and Conditions of this offer are:**
- Your Training period would be for **Minimum Forty-Five days to Maximum Three months** starting from **01-May-2023**, and you will be designated as "Trainee" till the completion of your probationary period.
 - You are required to serve the company for a period of **2.5 WORKING YEARS** excluding the Training period.
 - You are required to submit all your **Original Academic Certificates** on the date of joining and would be held with the company till the completion of your service agreement.
 - You are required to complete all the assignments given in the training period within the stipulated time period. In case of your inability to complete the given task, you will be eliminated from the training.
 - If your training period extends on administration grounds, extension of training depends on the discretion of management.
 - You are eligible for a stipend of **Rs.4000/- per month** during the training period and after the successful completion of Training Period, your **Gross Salary + Allowances** would be **Rs.22,703/- (Rs.12,753+Rs.9,950)** per month also accommodation & travelling will be given separately.
 - Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of **Efftronics Systems Pvt. Ltd.**, as applicable to you and the changes therein from time to time.
 - As per the **General Services Rules**, you are entitled to one casual leave per month and other public holidays.
- Termination:**
- If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
 - If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay **Recruitment cost and Training cost** on pro-rata basis to the company.
 - At any time during the Training, if the Trainee is found to be **willfully non-performer** or guilty of fraud, dishonesty, disobedient, disorderly behavior, negligence, indiscipline.



CIN: U51909AP1987PTC007584 | GST: 37AAACE4879Q1ZT

Signature of Parent/ Guardian

Signature of candidate

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

**(SPURTHI D)
HR MANAGER**



For Ebitronics Systems Pvt. Ltd.

- All Original Academic Certificates.
 - 5 Passport size photographs.
- For any further clarifications, Contact the HRD Recruitment.

You are required to report at HR Department on is 01-May-2023, at 9 AM along with the following documents.

13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.



(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. BELLAMKONDA BULLI RAJA,

ANDHRA PRADESH-521185.

NTR(DIST),

NANDIGAMA,

1-121, AMBARUPETA,

S/O B YESU BABU,

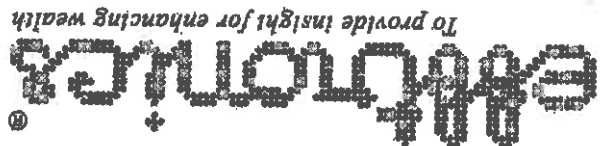
MR. BELLAMKONDA BULLI RAJA,

TO,



EFF/HRD/23-24/OFF/122

20-Mar-2023



+91 (8645) 666777 | info@efftronics.com | www.efftronics.com

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EFFTRONICS SYSTEMS PVT. LTD.

20H+5A0409r

1. Your Training period would be for Minimum Forty-Five days to Maximum Three months starting from 01-May-2023, and you will be designated as "Trainee" till the completion of your probationary period.
 2. You are required to serve the company for a period of 2.5 WORKING YEARS excluding the Training period.
 3. You are required to submit all your Original Academic Certificates on the date of joining and would be held with the company till the completion of your service agreement.
 4. You are required to complete all the assignments given in the training period within the stipulated time period. In case of your inability to complete the given task, you will be eliminated from the training.
 5. If your training period extends on administration grounds, extension of training depends on the discretion of management.
 6. You are eligible for a stipend of Rs.4000/- per month during the training period and after the successful completion of Training Period, your Gross Salary + Allowances would be Rs.22,703/- (Rs.12,753+Rs.9,950) per month also accommodation & travelling will be given separately.
 7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Efftronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.
 8. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.
- Termination:**
9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
 10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay Recruitment cost and Training cost on pro-rate basis to the company.
 11. At any time during the Training, if the Trainee is found to be willfully non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline.



The Terms and Conditions of this offer are:

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Continuation Sheet ...

40-9058

Signature of Parent/ Guardian

Signature of candidate

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

HR MANAGER
(SPURTHI D)

For Efftronics Systems Pvt. Ltd.

- All Original Academic Certificates.
 - 5 Passport size photographs.
- For any further clarifications, Contact the HRD Recruitment.

You are required to report at HR Department on is 01-May-2023, at 9 AM along with the following documents.

13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.



CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department

Dear MR. GORANTLA ANAND SAI KUMAR,

ANDHRA PRADESH-575812.

ANANTAPUR(DIST),

1-4-201/A, ORAVAKONDA,

S/O G SREENIVASULU,

MR. GORANTLA ANAND SAI KUMAR,

TO,

EFF/HRD/23-24/OFF/125

20-Mar-2023



20 Mar 2023

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EFFTRONICS SYSTEMS PVT. LTD.

1987PTC

The Terms and Conditions of this offer are:

1. Your Training period would be for **Minimum Forty-Five days to Maximum Three months** starting from **01-May-2023**, and you will be designated as "Trainee" till the completion of your probationary period.
2. You are required to serve the company for a period of **2.5 WORKING YEARS** excluding the Training period.
3. You are required to submit all your **Original Academic Certificates** on the date of **Joining** and would be held with the company till the completion of your service agreement.
4. You are required to complete all the assignments given in the training period within the stipulated time period. In case of your inability to complete the given task, you will be eliminated from the training.
5. If your training period extends on administration grounds, extension of training depends on the discretion of management.
6. You are eligible for a stipend of **Rs.4000/- per month** during the training period and after the successful completion of Training Period, your **Gross Salary + Allowances** would be **Rs.22,703/- (Rs.12,753+Rs.9,950)** per month also accommodation & travelling will be given separately.
7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of **Efftronics Systems Pvt. Ltd.**, as applicable to you and the changes therein from time to time.
8. As per the **General Services Rules**, you are entitled to one casual leave per month and other public holidays.

Termination:

9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay **Recruitment cost and Training cost** on pro-rate basis to the company.
11. At any time during the Training, if the Trainee is found to be **willfully non-performer** or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline.



CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Signature of Parent/ Guardian

Signature of candidate

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

(SPURTHI D)
HR MANAGER

For Efftronics Systems Pvt. Ltd.

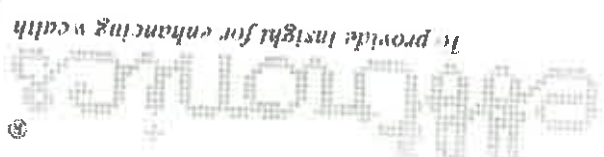
- All Original Academic Certificates.
 - 5 Passport size photographs.
- For any further clarifications, Contact the HRD Recruitment.

You are required to report at HR Department on is 01-May-2023, at 9 AM along with the following documents.

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12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.





EFF/HRD/23-24/OF/119

20-Mar-2023



TO,
MR. KURTI VENU,
S/O K SRINIVASA RAO,
24-17-12C, BAVAJIPETA,
VIJAYAWADA URBAN,
KRISHNA(DIST)
ANDHRA PRADESH-520003.
Dear MR. KURTI VENU,

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

With Regards,
For Efftronics Systems Pvt Ltd,
(Signature)

(SPURTHI D)
HR MANAGER

19871404613

Training & Placement Officer
DVR & Dr HS MIC College of Technology

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

- The Terms and Conditions of this offer are:**
- Your Training period would be for Minimum Forty-Five days to Maximum Three months starting from 01-May-2023, and you will be designated as "Trainee" till the completion of your probationary period.
 - You are required to serve the company for a period of 2.5 WORKING YEARS excluding the Training period.
 - You are required to submit all your Original Academic Certificates on the date of joining and would be held with the company till the completion of your service agreement.
 - You are required to complete all the assignments given in the training period within the stipulated time period. In case of your inability to complete the given task, you will be eliminated from the training.
 - If your training period extends on administration grounds, extension of training depends on the discretion of management.
 - You are eligible for a stipend of Rs.4000/- per month during the training period and after the successful completion of Training Period, your Gross Salary + Allowances would be Rs.22,703/- (Rs.12,753+Rs.9,950) per month also accommodation & travelling will be given separately.
 - Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Efftronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.
 - As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.
- Termination:**
- If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
 - If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay Recruitment cost and Training cost on pro-rate basis to the company.
 - At any time during the Training, if the Trainee is found to be willfully non-performer or guilty of fraud, dishonesty, disobedient, disorderly behavior, negligence, indiscipline.



19-4-23

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Signature of Parent/ Guardian

Signature of candidate

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

**HR MANAGER
(SPURTHI D)**



For Ebttronics Systems Pvt. Ltd.

- All Original Academic Certificates.
 - 5 Passport size photographs.
- For any further clarifications, Contact the HRD Recruitment.

You are required to report at HR Department on is 01-May-2023, at 9 AM along with the following documents.

13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.



CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Training & Placement Officer
DVR & Dr HS MIC College of Technology

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. JONNALAGADDA SRIKANTH,

ANDHRA PRADESH-521230.

KRISHNA DISTRICT,

CHANDRAIA,

D.NO 4-33, MYLAVARAM,

S/O J RAJA BABU

MR. JONNALAGADDA SRIKANTH,

TO,

EFF/HRD/23-24/OFF/069

24-Mar-2023

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19-48

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Training & Placement Officer
DVR & Dr HS MIC College of Technology(SPURTHI D)
HR MANAGERWith Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

association.

We welcome you to Efftronics family, looking forward to a long and mutually benefited
and your parents.Herewith, we include the Terms & Conditions of your appointment. After reading the terms
& conditions, you are required to return this Offer of Appointment duly signed by you
Your Scheduled date of joining is 01-May-2023 (Tentatively).Further to your application for employment with us, and the subsequent selection process,
we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.

CS Department

Subject: Provisional Conditional Offer Letter as CDA-System Administrator Trainee in

Dear MR. SANAMURI VENKATA KRISHNA,

MR. SANAMURI VENKATA KRISHNA,
S/O. SANAMURI VENKATESWARLU,
76-8/G-5/4, CASSEOLE RESTAURANT ROAD,
OPPOSITE RAMAKASTURI BHAI ENCLAVES,
BHAVANIPURAM, VIJAYAWADA,
ANDHRA PRADESH-521241.

TO,

EFF/HRD/23-24/OFF/0141

24-MAR-2023

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1251

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Your Scheduled date of joining is 01-May-2023 (Tentatively).

We are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Further to your application for employment with us, and the subsequent selection process, CS Department

Subject: Provisional Conditional Offer Letter as CDA-System Administrator Trainee in

Dear MR. MASANAM KESAVA,

ANDHRA PRADESH-522503.

GUNTUR(DIST),

ATMAKUR, MANGALAGIRI

FLAT NO:303, SRI VENKATESWARA RESIDENCY,

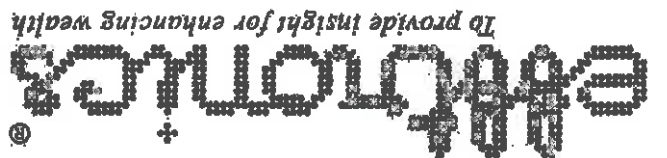
S/O. MASANAM RAJARAM,

MR. MASANAM KESAVA,

TO,

EFF/HRD/23-24/OFF/0142

24-MAR-2023



561

EFF/HRD/23-24/OFF/124

20-Mar-2023



19#11A0971

TO,
MR. EARLA VENKATA SAGAR,
S/O B NAGARAJU,
5-51, KRISHNAREDDY PALLI,
UDAYAGIRI,
NELLORE(DIST),
ANDHRA PRADESH-524226.
Dear MR. EARLA VENKATA SAGAR,

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Smart Railway Signaling

Smart Buildings

Smart Cities

IoT Solutions

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

The Terms and Conditions of this offer are:

1. Your Training period would be for Minimum Forty-Five days to Maximum Three months starting from 01-May-2023, and you will be designated as "Trainee" till the completion of your probationary period.
2. You are required to serve the company for a period of 2.5 WORKING YEARS excluding the Training period.
3. You are required to submit all your Original Academic Certificates on the date of joining and would be held with the company till the completion of your service agreement.
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7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Efftronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.
8. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.

Termination:

9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay Recruitment cost and Training cost on pro-rate basis to the company.
11. At any time during the Training, if the Trainee is found to be willfully non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline.



12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.

13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

You are required to report at HR Department on 01-May-2023, at 9 AM along with the following documents.

- All Original Academic Certificates.
- 5 Passport size photographs.

For any further clarifications, Contact the HRD Recruitment.

For Efftronics Systems Pvt. Ltd.

(Handwritten signature)

(SPURTHI D)
HR MANAGER

ACCEPTANCE FORM

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

Place:

Date:

Signature of Parent/Guardian

Signature of candidate

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Training & Placement Officer
DVR & Dr HS MIC College of Technology

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Your Scheduled date of joining is 01-May-2023 (Tentatively).
Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.

Subject: Provisional Conditional Offer Letter as CDA-System Administrator Trainee in CS Department

Dear MR. CHELLU RAKESH,

ANDHRA PRADESH-521241.

VIJAYAWADA,

THUMALAPALEM, IBRAHIMPATNAM,

4-14, NEAR NEW SIVALAYAM,

S/O. CH MURALI MOHAN,

MR. CHELLU RAKESH,

TO,



EFF/HRD/23-24/OFF/0140

24-MAR-2023

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LE 509

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Training & Placement Officer
DVR & Dr HS MIC College of Technology

(SPURTHI D)
HR MANAGER

Spurthi.D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

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Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. MUKKIDI PEDDAIAH,

ANDHRA PRADESH-522034,

KURNOOL DISTRICT,

KODUMURU,

D.NO 3-94-3, GORANTLA,

S/O M GIDDAIAH,

MR. MUKKIDI PEDDAIAH,

TO,

EFF/HRD/23-24/OFF/0101

24-Mar-2023

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LE 237

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CIN: U51909AP1987PTC00 554 | GST: 37AAACE4879Q1ZT
DVR & Dr HS MIC College of Technology
Training & Placement Officer

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLERK/RANGE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Your Scheduled date of joining is 01-May-2023 (Tentatively).
We are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. SHAIK FARUK GANI,

MR. SHAIK FARUK GANI,
S/O SHAIK KARIMULLA,
D. NO 1-175B, PEDA KOMIRA,
THOTAMULA, GAMPALGUDDEM,
KRISHNA DISTRICT,
ANDHRA PRADESH-521403.



EFF/HRD/23-24/OFF/075

24-Mar-2023

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LE 212

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT
DVR & Dr HS MIC College of Technology
Training & Placement Officer

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. KORRA SRINU,

MR. KORRA SRINU,
S/O KORRA RANGA,
D.NO 2-146, CHANDRUPATLA,
VISSANNAPETA,
KRISHNA DISTRICT,
ANDHRA PRADESH-521125.



EFF/HRD/23-24/OFF/063

24-Mar-2023

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LE 665

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. SHAIK NAGUL MEERA,

TO,
MR. SHAIK NAGUL MEERA,
S/O SHAIK MAHABHUB SUBHANI,
D.NO 4-44, ALLURUPADU,
VATSAVAI, KRISHNA DISTRICT,
ANDHRA PRADESH-521190.



EFF/HRD/23-24/OFF/062

24-Mar-2023

To provide insight for enhancing wealth





CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

1. Your Training period would be for Minimum Forty-Five days to Maximum Three months starting from 01-May-2023, and you will be designated as "Trainee" till the completion of your probationary period.
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 7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Electronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.
 8. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.
- Termination:**
9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
 10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she must pay Recruitment cost and Training cost on pro-rate basis to the company.



The Terms and Conditions of this offer are:



Continuation Sheet ...

19/4/21

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Signature of Parent/Guardian

Signature of candidate

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

(SPURTHI D)
HR MANAGER

Spurthi D

For Efftronics Systems Pvt. Ltd.

- All Original Academic Certificates.
 - 5 Passport size photographs.
- For any further clarifications, Contact the HRD Recruitment.

You are required to report at HR Department on is 01-May-2023, at 9 AM along with the following documents.

13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.

11. At any time during the Training, if the Trainee is found to be will fully non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline.





CIN: U51909AP1987PTC007554 | GST: 37AACE4879Q1ZT

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

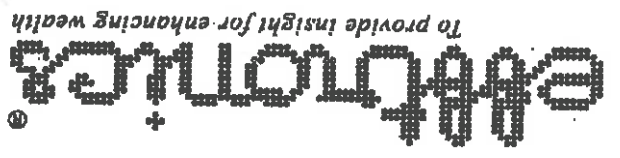
Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

TO,
MR. SAYYAD ABDULLA,
S/O S IBRAHIM,
11-76, CHANDAMAMPETA,
NANDIGAMA,
KRISHNA(DIST)
ANDHRA PRADESH-521185.
Dear MR. SAYYAD ABDULLA,



20-Mar-2023

EFF/HRD/23-24/OFF/118



EFFTRONICS SYSTEMS PVT. LTD.
Plot No-4, IT Park, Mangalagiri-522 503, Guntur, AP, INDIA
+91 (86645) 666777 | info@efftronics.com | www.efftronics.com

19 Mar 2023

The Terms and Conditions of this offer are:

1. Your Training period would be for Minimum Forty-Five days to Maximum Three months starting from 01-May-2023, and you will be designated as "Trainee" till the completion of your probationary period.



2. You are required to serve the company for a period of 2.5 WORKING YEARS excluding the Training period.

3. You are required to submit all your Original Academic Certificates on the date of joining and would be held with the company till the completion of your service agreement.

4. You are required to complete all the assignments given in the training period within the stipulated time period. In case of your inability to complete the given task, you will be eliminated from the training.

5. If your training period extends on administration grounds, extension of training depends on the discretion of management.

6. You are eligible for a stipend of Rs.4000/- per month during the training period and after the successful completion of Training Period, your Gross Salary + Allowances would be Rs.22,703/- (Rs.12,753+Rs.9,950) per month also accommodation & travelling will be given separately.

7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Efftronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.

8. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.

Termination:

9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.

10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay Recruitment cost and Training cost on pro-rate basis to the company.

11. At any time during the Training, if the Trainee is found to be willfully non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline.

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Smart Railway Signaling

Smart Buildings

Smart Cities

IoT Solutions

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Signature of Parent/Guardian

Signature of candidate

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

(SPURTHI D)
HR MANAGER

Spurthi D

For Efftronics Systems Pvt. Ltd.

- All Original Academic Certificates.
 - 5 Passport size photographs.
- For any further clarifications, Contact the HRD Recruitment.

You are required to report at HR Department on is 01-May-2023, at 9 AM along with the following documents.

13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.



CIN: U51909AP1387PTC007554 | GST: 37AAACE4879Q1ZT

Training & Placement Officer
DVR & Dr HS MIC College of Technology

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentative).

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. TODETI BHAGYA RAJU,

TO,
MR. TODETI BHAGYA RAJU,
S/O T SRINIVASA RAO,
2-61, MUKKAPADU,
UNGURU,
KRISHNA(DIST),
ANDHRA PRADESH-521109.



EFF/HRD/23-24/OFF/114

20-Mar-2023

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LE 205

CIN: I 51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Training & Placement Officer
DVR & Dr HS MIC College of Technology

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. JADU GANESH,

MR. JADU GANESH,
S/O J JAGANNADHAM,
32-15/2-3, VISALANDHRA ROAD,
CHUTTUGUNTA,
VIJAYAWADA,
ANDHRA PRADESH-520004.



20-Mar-2023

EFF/HRD/23-24/OFF/116

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LE 213

(SPURTHI D)
HR MANAGER

Spurthi D

For Efftronics Systems Pvt Ltd,
With Regards,

Note: The above offer will

be confirmed only after MEDICAL PHASE CLEARANCE.

association.

We welcome you to Efftronics family, looking forward to a long and mutually benefited

and your parents.

Here with, we include the Term & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you

Your Scheduled date of joining is 01-May-2023 (Tentatively).

We are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.

Further to your application for employment with us, and the subsequent selection process.

CS Department.

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in

Dear MR. VALLEPU KOTESWARAO,

ANDHRA PRADESH-520 012.

VIJAYAWADA,

VIDHYADHARPURAM,

1-3/4-199, 4 PILLAR CENTER

S/O V BALARAJU,

MR. VALLEPU KOTESWARAO,

TO,

EFF/HRD/23-24/OFF/126

20-Mar-2023

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LE 223

Training & Placement Officer
DVR & Dr HS MIC College of Technology
QIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT



CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Training & Placement Officer
DVR & Dr HS MIC College of Technology

(SPURTHI D)
HR MANAGER

Spurthi.D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.
and your parents.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you
Your Scheduled date of joining is 01-May-2023 (Tentatively).

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.
CS Department.

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in

Dear MR. CHINTALA DEEPAK SRINIVAS,

MR. CHINTALA DEEPAK SRINIVAS,
S/O CHINTALA MURALI KRISHNA,
BLOCK NO. HI-1, GF-8,
VAMBAY COLONY, AJITHSINGH NAGAR,
VIJAYAWADA, NTR DISTRICT,
ANDHRA PRADESH-520015.



EFF/HRD/23-24/OFF/0105

24-Mar-2023

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CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Training & Placement Officer
DVR & Dr HS MIC College of Technology



(SPURTHI D)
HR MANAGER

Spurthi.D

For Efftronics Systems Pvt Ltd,

With Regards,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

and your parents.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you

Your Scheduled date of joining is 01-May-2023 (Tentatively).
Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department

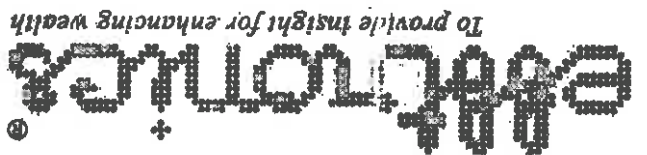
Dear MR. KOTHURI SAMPATH KUMAR,

MR. KOTHURI SAMPATH KUMAR,
S/O KOTHURI CHANDRA SEKHAR,
D.NO 65, VOMBAY COLONY,
AJITH SINGH NAGAR,
VIJAYAWADA, KRISHNA DISTRICT,
ANDHRA PRADESH-520015.

TO,

EFF/HRD/23-24/OFF/0100

24-Mar-2023



CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Training & Placement Officer
DVR & Dr HS MIC College of Technology

(SPURTHI D)
HR MANAGER

Spurthi.D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department

Dear MR. GUNJA BHANU LAKSHMAN,

TO,
MR. GUNJA BHANU LAKSHMAN,
S/O GUNJA JARAMJI KALIDAS,
FLAT:13-474/1, KL RAO COLONY,
TADEPALLI,
GUNTUR DISTRICT,
ANDHRA PRADESH-522501.



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24-Mar-2023

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LE 206

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. TUMMALA SAI TEJA,

MR. TUMMALA SAI TEJA,
S/O TUMMALA VENKATESWARLU,
D.NO 42-9-27, BLOCK NO 31,
AJITHSINGH NAGAR,
VIJAYAWADA, NTR DISTRICT,
ANDHRA PRADESH-521180.



EFF/HRD/23-24/OFF/0107

24-Mar-2023

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LB 242

Training & Placement Officer
DVR & Dr HS MIC College of Technology
CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Your Scheduled date of joining is 01-May-2023 (Tentatively).
We are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. GUGULOTHU PAVAN KUMAR,

MR. GUGULOTHU PAVAN KUMAR,
S/O GUGULOTHU TULASI R/O,
D.NO 2-2-12, MAIN ROAD,
PONDUGALA, THANDA,
MYLAVARAM, KRISHNA DISTRICT,
ANDHRA PRADESH-521230



EFF/HRD/23-24/OFF/064

24-Mar-2023

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LE 256

Training & Placement Officer
DVR & Dr HS MIC College of Technology
CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

CIN: U51909AP1987PTCO 7554 | GST: 37AAACE4879Q1ZT
DVR & Dr HS MIC College of Technology

Training & Placement Officer



(SPURTHI D)
HR MANAGER

Spurthi.D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.
Your Scheduled date of joining is 01-May-2023 (Tentatively).
We are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. BATTULA HARISH,

ANDHRA PRADESH-520013.

VIJAYAWADA,

41-11-6, KRISHNALANKA,

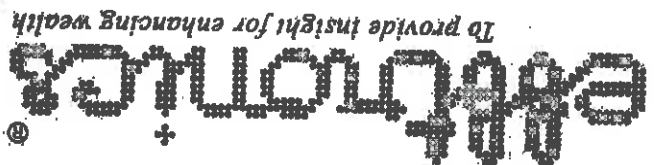
S/O B RAMARAO,

MR. BATTULA HARISH,

TO,

EFF/HRD/23-24/OFF/117

20-Mar-2023



468

3



CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

association.

We welcome you to Efftronics family, looking forward to a long and mutually benefited

and your parents.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you

Your Scheduled date of joining is 01-May-2023 (Tentatively).

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd;

CS Department.

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in

Dear MR. MUNGARA SYAM PAVAN,

ANDHRA PRADESH-521162.

KRISHNA(DIST),

GUDURU,

7-114, MALLAVOLU,

S/O M VENKATA VEERA BABU,

MR. MUNGARA SYAM PAVAN,

TO,



EFF/HRD/23-24/OFF/115

20-Mar-2023

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+91 (8845) 656777 | info@efftronics.com | www.efftronics.com

19/3/2023

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Signature of Parent/ Guardian

Signature of candidate

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

**(SPURTHI D)
HR MANAGER**

Spurthi D

For Efftronics Systems Pvt. Ltd.

For any further clarifications, Contact the **HRD Recruitment**

- All Original Academic Certificates.
- 5 Passport size photographs.

the following documents.

You are required to report at HR Department on is **01-May-2023**, at **9 AM** along with

the Training.

13. A detailed letter of Appointment will be issued to you, after the successful completion of

12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.



19. 4/17

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

Training & Placement Officer
Sree Narayana College of Technology

(Signature)

(SPURTHI D)
HR MANAGER

Spurthi D

With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.
and your parents.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you
Your Scheduled date of joining is 01-May-2023 (Tentatively).

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.

Subject: Provisional Conditional Offer Letter as CDA-System Administrator Trainee in CS Department

Dear MR. SAMUNURI GANESH,

ANDHRA PRADESH-520001.

VIJAYAWADA,
WYNCHIPET,

8-9-24, MAHALAKSHMI TEMPLE STREET,
S/O. S VENKATA SIVA NAGARAJU,

MR. SAMUNURI GANESH,

TO,

EFF/HRD/23-24/OFF/0144

24-MAR-2023



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LE 504

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT
 DVR & Dr HS MIC College of Technology
 Training & Placement Officer

(SPURTHI D)
 HR MANAGER

Spurthi D

With Regards,
 For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. LAVUDIYA MAHENDRA,

ANDHRA PRADESH-521175.

NTR(DIST),

JAGGYAPET,

6-813/29B, DAANGE NAGAR,

S/O L VENKATESWARLU,

MR. LAVUDIYA MAHENDRA,

TO,

EFF/HRD/23-24/OFF/121

20-Mar-2023



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LC 225

Mar 27, 2023

Adisurya Jidugu
adisuryajidugu941@gmail.com

Dear Adisurya,

We are pleased to extend you this offer to join SightPlan India Private Limited – as Implementation Associate. Speaking for myself and other members of the Company's management team, we are all pleased to have you as a permanent member of our team in India. This letter officially confirms the offered terms of employment.

As "Implementation Associate" you will be responsible for onboarding new properties for SightPlan and making sure all of the checklists are appropriately followed to complete the setup of the properties. You will report to the "Implementation Coordinator" or "Implementation Manager".

You agree to the best of your ability and experience that you will at all times loyally and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your contract, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not for compensation, without the prior written consent of the Company's Board of Directors, and you will not either during the term of your employment or for one year thereafter directly or indirectly (i) engage or participate in any business that is competitive in any manner with the business of the Company or (ii) solicit, induce, recruit, or encourage any of the Company's employees or consultants to terminate their relationship with the Company, or attempt to solicit, induce, recruit, encourage, or take away employees or consultants of the Company for any other person or entity. Nothing in this letter agreement will prevent you from - accepting speaking or presentation engagements in exchange for honoraria or from serving on boards of charitable organizations, or from owning no more than one percent (1%) of the outstanding equity securities of a corporation whose stock is listed on a national stock exchange.

Start Date. This agreement will begin effective from the date of your joining, but no later than May 02, 2023.

Compensation. You will be paid a gross annual compensation of 2,50,000 INR, and will be structured as per the attached Annexure – A. We will direct deposit funds electronically to the local bank account of your choice. It includes allowances and statutory benefits and will be structured in accordance with SightPlan policies.

Confidentiality of Terms. You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement, regarding salary, bonuses, to any person, including other employees of the Company; provided, however, that you may discuss such terms with members of your

- Annexure B**
1. One set Photocopies of all academic and employment certificates
 2. Photocopy of your passport
 3. 2 passport size photographs
 4. Photocopy of PAN
 5. Provisional Form 16 from previous employer

**Total Fixed Salary will be subject to Provident Fund, Professional Tax and other statutory deductions as applicable*

	Per Month	Per Annum
Basic	10,416.67	125,000.00
HRA	4,166.67	50,000.00
Conveyance	1,600.00	19,200.00
Food Allowance	1,000.00	12,000.00
Medical Allowance	1,000.00	12,000.00
Telephone & Internet Allowance	500.00	6,000.00
Petrol Allowance	500.00	6,000.00
Health Checkup Allowance	500.00	6,000.00
Special Allowance	1,150.00	13,800.00
Total Fixed Salary*	20,833.33	2,50,000.00

Annexure A

Compensation Structure in INR

Annexure A

OFFER LETTER

Date: 01/03/2023.

To,

Ms. G. Lakshmi Tanuja,

In continuation of our discussions on possible employment with M/s Godavari Krishna Co-Op Society Limited - Vijayawada, we are pleased to make you an offer as **Web Developer**, initially based at **HEAD OFFICE** as per the norms fixed in the Appointment letter and Duty list. Your complete offer and duty list shall be released within or completion of 45 days of employment with Godavari Krishna Co-Operative Society Limited.

Your fixed remuneration will be INR 21,000/- (in words Rupees Twenty-One Thousand only) per month and INR 2,52,000/- (in words Rupees Two Lakhs - Fifty-Two Thousand only) per annum.

(Your remuneration details are attached in Annexure - I for your reference).

It is mandatory to achieve your monthly set target of business given by your superior, to justify your monthly fixed pay. Your career with us is based on your performance and achievement of the set business goals and Objectives of the Organization. As discussed with you during your interview, your 'Salary / Position' or maybe 'both' will be revised after the first 6 months after you join, such revision shall be purely based on the level of your performance in these first 6 months.

If the Employee wants to resign from their duties/job role within One year of their service in such case the Employee has to serve three months of Notice Period or has to pay three months of their Salary to the Society. If the Employee wants to resign from their duties/job role after one year of their service in such case the Employee has to serve two months of Notice Period or has to pay two months of their Salary to the Society.

Your detailed appointment letter will be processed post-completion of your joining formalities. At the time of joining, you are advised to carry your true copies of all your credentials along with the list of documents mentioned below.

You have to submit the following details for generating your employment with the Society.

Documents required:	
<ul style="list-style-type: none"> > Aadhaar Card & PAN Card > 8 Pass Port Size Photos (White Back Ground) > Date of Birth Certificate > Community / Residence and Nativity Certificate. > Academic Certificates: SSC, Inter, Degree & PG if any > Police Verification Certificate > (45 Days will be given to obtaining this certificate and can be obtained through B Seva) 	<ul style="list-style-type: none"> > Previous Employment Offer Letter > Promotion Letters > Salary Hike Letters > Pay Slips: latest 3 months and > Salary Account statement > Relieving Letter > Physical fitness certificate by Govt. physician.

(You should submit these details within 7 days from the date of receipt of this OFFER.) Once you accept to join, you need to attend a training Program for 7 days.

Please revert with your acceptance of the offer within three working days claiming your acceptance of the OFFER with M/s Godavari Krishna Co-op Society Limited - Vijayawada. If you fail to send any reply within 3 days, this offer stands cancelled. We look forward to working with you.

With Regards,

(Chairman)

Training & Placement Officer
DVR & Dr HS MIC College of Technology

Hr - Aaradhy Cloud Solutions - Neelima
last seen today at 4:33 am

 Aaradhy Cloud Solutions Student Information.xlsx
1 page • XLSX • 9 kB
6:33 am

Like this send details of your students who got selected sir
6:34 am

If you want to leave the group you can sir
9:16 pm

11/05/2023

Hr - Aaradhy Cloud Solutions - Neelima
 Aaradhy Cloud Solutions Student Information.xlsx • 1 page
Did not recieved final students list please send sir
11:59 am

Thank sir
12:04 pm

 Aaradhy Cloud Solutions Student Information.xlsx
XLSX • 12 kB
12:04 pm

Ok madam
6:39 am

9

5

3

unread completed 9:20 pm

Ok 9:26 pm

Shareena bhanu
Gogireddy gayatri
Kollepalli likitha
Bobburi siri divya
M sushmitha srivalli
Selected
Siva
Vardini

Rescheduled interview
Tommarow 1 to 2pm

10:48 pm

Siva and vardini tell them to speak well

10:48 pm

4 May 2023

meet.google.com
<https://meet.google.com/oyb-cgva-kwc>
meet.google.com

Good Morning Madam,

We have sent mail to all students.
Interview schedule

9:26 am ✓

173 655#

Vardhini selected 8:58 pm

Thank you madam 9:19 pm ✓

10 May 2023

Forwarded

Aaradhya Cloud Solutions
Student Information.xlsx
1 sheet • 9.3 KB • XLSX

6:33 am

Like this send details of your students
who got selected sir

6:34 am

Ok madam 6:39 am ✓

If you want to leave the group you can sir
9:16 pm

11 May 2023

Hr - Aaradhya Cloud Solutions - Neelima
Aaradhya Cloud Solutions Student
Information.xlsx (1 sheet)

Aaradhya Cloud Solutions Selected Students List

S.NO	1. Name	2. Date of Birth	3. Gender	4. Mobile Number	5. Branch	6. Location	7. Email ID
1	Kallepalli Likitha	13-04-2002	Female	6305668421	ECE	Vijayawada	likithakallepalli018@gmail.com
2	Susarla Sri Vardhani	3/2/2002	Female	9059851270	CSE	Nandigama	susariasriwardhani2018@gmail.com
3	Bobburi SiriDivya	4/12/2002	Female	7386080753	CSE	Mylavaram	siribobburi7891@gmail.com
4	Gogireddy Gayathri	3/9/2002	Female	8639410703	CSE	Vijayawada	gogireddy.gayathri2002@gmail.com
5	Shaik Shareena Bhanu	10/25/2001	Female	9182460481	CSE	Vijayawada	shaikshareenabhanu7866@gmail.com
6	M.Susmitha srivalli	9/13/2000	Female	8074042128	MCA	Vijayawada	susmithasrivallimahankali@gmail.com



TNP MIC College <tnp@mictech.ac.in>

Incor Infrastructure Pvt Ltd., Campus drive select List-Dt.04.01.2023

1 message

CHANDIKA V D SREEKANTH <sreekanth.cvvd@diet.ac.in>
To: "tnp@mictech.ac.in" <tnp@mictech.ac.in>

Mon, Jul 3, 2023 at 10:14 AM

Dear Sir,

Greetings of the Day.

I am herewith forwarding the details of final selected students from DVR & Dr.HS MIC College of Technology for "Incor Infrastructure Pvt Ltd" pool campus drive held in our campus on 04.01.2023 as shared by HR Ms.Arunita..

- 1. Patan Mushraf Khan 6303701741 nagaparna51@gmail.com
- 2. Chandu Ram Sai 9492287905 chanduramsai550@gmail.com

Thank you.

Regards,

Dr.Sreekanth CVD

Dean-Training, Placements & Career Guidance Cell,

Dhamekula Institute of Engineering & Technology,

Ganguru, VIJAYAWADA - 521139.

Andhra Pradesh

Mobile: 9346242525

Email: sreekanth.cvvd@diet.ac.in

www.diet.ac.in

Training & Placement Officer



DVR & Dr HS MIC College of Technology

Qspiders 2023 Batch III Incubation Final Selection List

TNP MC College <tnp@mitcl.ac.in>

devikaran1@qspiders.com <devikaran1@qspiders.com>
 To: tnp@mitcl.ac.in
 Cc: niharshah@qspiders.com, maheshvaran761@gmail.com, upendraravula5@gmail.com, damerfacherishma@gmail.com, lavanyakamatham19@gmail.com, swaroopysarvamathi2001@gmail.com, devnyassani.vernula@gmail.com, mallepudi.a123@gmail.com, hraneesrind@gmail.com, lakshmiideekshitha2002@gmail.com, sarthihamenu121108@gmail.com, geethaharsha_r@qspiders.com, supriya_k@qspiders.com

Good Evening

Mon, Feb 13, 2023 at 4:37 PM

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] of 2023 Batch from your college. We heartily congratulate students for getting placed & we officially welcome all the selected students to Qspiders. Below mentioned students in the offer letter are the Final selects & Please communicate the same with students & we will post you the date of joining ASAP.



Qspiders Campus Connect

A Unit of Teat Vanta Software Solutions India Pvt Ltd

INCUBATION OFFER LETTER

Dear Sir,

Dear:

We are happy to inform you that Below Students from your college DVR & Dr. HS MIC College of Technology AP been Selected in our Incubation Screening Drive.

Training & Placement Officer
 DVR & Dr HS MIC College of Technology

Candidate Name	Mobile Number	Email ID	Degree	Degree stream	Degree college	Status
Jhanakari Nakkambobha	626135592	nhanakari@gmail.com	BTech	Computer Science(CS)	DVR & Dr. HS MIC College of Technology AP	Selected
Kamranul nashah verun	6374693469	maheshvaran761@gmail.com	BTech	Mechanical(ME)	DVR & Dr. HS MIC College of Technology AP	Selected
Upendra Ravula	6305469859	upendraravula@gmail.com	BTech	Electrical & Electronics(EEE)	DVR & Dr. HS MIC College of Technology AP	Selected
Cherishma Dameria	7013965775	damerfacherishma@gmail.com	BTech	Computer Science(CS)	DVR & Dr. HS MIC College of Technology AP	Selected
Lavanya	6261968548	lavanyakamatham19@gmail.com	BTech	Information Technology	DVR & Dr. HS MIC College of Technology AP	Selected

<https://mail.google.com/mail/u/0/?ik=195267e0d4&view=pt&search=all&permmsgid=msg-f:1757713736184101715&simlitem=2.4>

**IN CONSIDERATION OF THE MUTUAL COVENANTS HEREIN CONTAINED AND OF THE MUTUAL BENEFITS
HEREIN PROVIDED, THE COMPANY AND THE EMPLOYEE AGREE AS FOLLOWS:**

- Words of any gender are deemed to include those of the other gender such as "he" include "she".
- The Company and the Employee shall hereinafter be collectively referred to as "Parties" and individually as "Party".
- Employee's express acceptance of and adherence to the terms set forth in this Agreement.
- C. The Company's engagement and continual employment of the Employee is conditioned upon the Employee's express acceptance of and adherence to the terms set forth in this Agreement.
- B. In order to more clearly define the relationship between the Company and Employee, the Company and Employee desire to execute this Agreement; and
- A. In connection with the offer letter given by the Company date 1st Dec 2022, the Company desires to employ the Employee and the Employee accepts the employment of the Company.

WHEREAS:

THANNERU ASRITHA S/D/O THANNERU SURYANARAYANA aged about 20 years and presently residing at 5-183, sundaralah nagar, wvra, khammam, Telangana, 507165 hereinafter referred to as the "Employee", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include his heirs, executors, administrators, permitted assigns and legal representatives).

And

Edupolis Education Technology Private Limited, a company incorporated under the Companies Act, 2013 having CIN U72900TG2021PTC149055 and its registered office at Unschool, S2, CRESCENT TOWERS, PLOT -1018 PRAGATHI NAGAR, ABOVE KARUR VSYA BANK, HYDERABAD TG 500090 IN, represented by one of its director Mr. Rahul Varma ("Company" or "Employer" which expression shall, where the context so admits, include its heirs, successors, executors and permitted assigns);

By And Between

This EMPLOYMENT Agreement (this "Agreement") is made and executed on this 7th Nov 2022 at Hyderabad (hereinafter referred to as the "Effective Date").

EMPLOYMENT AGREEMENT



19/11/2022

Swaroopa Yarramsetti	7207008249	swaroopay...ameetti2001@gmail.com	BTech	Computer Scier. (CS)	DVR & Dr. HS MIC College of Technology AP	Selected
Devi Yaseewi Venula	8522943833	deviyaseewi.venula@gmail.com	BTech	Information Technology	DVR & Dr. HS MIC College of Technology AP	Selected
Athila Malliseti	8639162727	malliseti.a123@gmail.com	BTech	Electronics & Communication(E&C)	DVR & Dr. HS MIC College of Technology AP	Selected
Mohammed Imran	7983794384	imraneemk@gmail.com	BTech	Electrical & Electronic(EEE)	DVR & Dr. HS MIC College of Technology AP	Selected
Balijeni Lakshmi Deekshitha	9347424457	lakshindeekshitha3002@gmail.com	BTech	Information Technology	DVR & Dr. HS MIC College of Technology AP	Selected
aeritha	8639274240	aerithadhaneruj121106@gmail.com	BTech	Electronics & Communication(E&C)	DVR & Dr. HS MIC College of Technology AP	Selected

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Softskills Training,Softskills Development & General Aptitude.
- On successful completion of their training they will be awarded with course completion Certificate
- No other programs are included in the training module

RULES:

Following rules to be followed for placement activities:

- You should leave 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / Interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day of reporting with all semester marks cards, 10th, 12th PUC & Degree[If Now], 1 Govt ID proof & 2 passport size photo.

This letter is valid only on respective date of joining only. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards

QSpiders Campus Connect Team.

For Selected students anything in further information or Query contact only on below numbers according to college State/Location

AP/Ranganga:-8651822658/7618721220/8687795873

[Note- This mail is a final confirmation of your selection, No Commcads involved & students while reporting can take a print/hover the mail confirmation to the respective concerns @ QSpiders]



Thanks & Regards,

L Devika Rani Shekha
Business Manager

Dear Sir,

We are happy to inform you that Below Students from your college DVR & DHS MIC College of Technology, Vijayawada – MCA Selected in our Incubation Screening Drive.

Candidate Name	Email ID	Master Degree	Master Degree YOP	Status
Ajay Kumar	eebuaiaykumar9@gmail.com	MCA	2023	Selected
Besava Manikanta Bade	badebasavamanikanta@gmail.com	MCA	2023	Selected
V. Yeswanth Kumar	vyeswanth2242@gmail.com	MCA	2023	Selected
saikumar	Saikumar14sep18@gmail.com	MCA	2023	Selected
Raghavendra reddy chereddy	chereddyraghavendrareddychintu@gmail.com	MCA	2023	Selected
Elkith Sai Bikkina	b.sailikith@gmail.com	MCA	2023	Selected
RUBEN	rubenmupppalla7010@gmail.com	MCA	2023	Selected
krishna.wamsi	wamsikrishna53150@gmail.com	MCA	2023	Selected
Durgarao valasapalli	durgraraovalasapalli2264@gmail.com	MCA	2023	Selected
Sai Varsha Nannapaneni	nannapanenivarsha@gmail.com	MCA	2023	Selected

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Software Testing/Software Development & General Aptitude.
- On successful completion of their training they will be awarded with course completion Certificate
- No other programs are included in this training module

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / Interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)

Website
www.kodnest.com



E-mail
hello@kodnest.com



Phone
+91 8095 000 123



Address
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076



1. Completion of the Dream factory 2023 program is mandatory before the deadline as this is a prerequisite for the validity of this CSR offer.
2. To be eligible for the CSR program offer, the Trainee must agree to comply with all of KodNest's policies and procedures. It is also crucial to acknowledge that failure to accept this offer within 15 days will result in the Trainee forfeiting their seat and no longer being eligible for the program.

TERMS AND CONDITIONS

To ensure all compliance with the terms and conditions, we ask that you please read and understand the following before signing the CSR Offer Confirmation Letter.

We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

Congratulations on being selected for our CSR Program 2023!

Vivek Emani,

Sub: Offer Confirmation Letter

17-March-2023

CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

KodNest Technologies Pvt Ltd,





Address
CIP Tower, 4th & 5th Floor, above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076



Phone
+91 8095 000 123



E-mail
hello@kodnest.com



Website
www.kodnest.com

4. Any Govt ID Proof - One copy.

3. Copy of the PAN (permanent account number) Card, self-attested.

2. One (1) passport-size photograph.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

ANNEXURE 1:

(Signature of the Candidate)

Accepted

Akash Pandey
CEO & Co-Founder

Regards,

- All documents provided by the company must be kept confidential except in the case of legal advice.

Confidentiality policy



1. Completion of the Dream factory 2023 program is mandatory before the deadline as this is a prerequisite for the validity of this CSR offer.
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Congratulations on being selected for our CSR Program 2023!

venkata siva vattikuti,

Sub: Offer Confirmation Letter

17-March-2023



Address
CPT Tower, 4th & 5th Floor, above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560075



Phone
+91 8095 000 123



E-mail
hello@kodnest.com



Website
www.kodnest.com

4. Any Govt ID Proof - One copy.

3. Copy of the PAN (permanent account number) Card, self-attested.

2. One (1) passport-size photograph.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.

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ANNEXURE 1:

(Signature of the Candidate)

Accepted

Akash Pandey
CEO & Co-Founder

Regards,

- All documents provided by the company must be kept confidential except in the case of legal advice.

Confidentiality policy

7

Website
www.kodnest.com



E-mail
hello@kodnest.com



Phone
+91 8095 000 123



Address
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076



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2. To be eligible for the CSR program offer, the Trainee must agree to comply with all of KodNest's policies and procedures. It is also crucial to acknowledge that failure to accept this offer within 15 days will result in the Trainee forfeiting their seat and no longer being eligible for the program.

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Congratulations on being selected for our CSR Program 2023!

Vaishnavi Nalajala,

Sub: Offer Confirmation Letter

17-March-2023

CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

KodNest Technologies Pvt Ltd,





Address
CPR Tower, 4th & 5th Floor, above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560075



Phone
+91 8095 000 123



E-mail
hello@kodnest.com



Website
www.kodnest.com

4. Any Govt ID Proof - One copy.

3. Copy of the PAN (permanent account number) Card, self-attested.

2. One (1) passport-size photograph.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

ANNEXURE 1:

(Signature of the Candidate)

Accepted

Akash Pandey
CEO & Co-Founder

Regards,

- All documents provided by the company must be kept confidential except in the case of legal advice.

Confidentiality policy



KodNest Technologies Pvt Ltd,
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

17-March-2023

Sub: Offer Confirmation Letter

Srujana Kapa,

Congratulations on being selected for our CSR Program 2023!

We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

To ensure all compliance with the terms and conditions, we ask that you please read and understand the following before signing the CSR Offer Confirmation Letter.

TERMS AND CONDITIONS

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Address

CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

Phone

+91 8095 000 123

E-mail

hello@kodnest.com

Website

www.kodnest.com

Training & Placement Cell
DVR & Dr HS MIC College of Technology

Confidentiality policy

- All documents provided by the company must be kept confidential except in the case of legal advice.

Regards,



Akash Pandey
CEO & Co-Founder

(Signature of the Candidate)

Accepted

ANNEXURE 1:

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.

2. One (1) passport-size photograph.

3. Copy of the PAN (permanent account number) Card, self-attested.

4. Any Govt ID Proof - One copy.

Address
CPR Tower, 4th & 5th Floor, above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

Phone

+91 8095 000 123

E-mail

hello@kodnest.com

Website

www.kodnest.com



Website
www.kodnest.com



E-mail
hello@kodnest.com



Phone
+91 8095 000 123



Address
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076



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TERMS AND CONDITIONS

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We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

Congratulations on being selected for our CSR Program 2023!

Shareena Bhanu Shaik,

Sub: Offer Confirmation Letter

17-March-2023

CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

KodNest Technologies Pvt Ltd,





List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.

2. One (1) passport-size photograph.

3. Copy of the PAN (permanent account number) Card, self-attested.

4. Any Govt ID Proof - One copy.

ANNEXURE 1:

(Signature of the Candidate)

Accepted

Akash Pandey
CEO & Co-Founder

Regards,

- All documents provided by the company must be kept confidential except in the case of legal advice.

Confidentiality policy



Website
www.kodnest.com



E-mail
hello@kodnest.com



Phone
+91 8095 000 123



Address
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076



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TERMS AND CONDITIONS

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We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

Congratulations on being selected for our CSR Program 2023!

SRI NAGA SOWJANYA ALLADA,

Sub: Offer Confirmation Letter

17-March-2023

CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

KodNest Technologies Pvt Ltd,





Address
CPR Tower, 4th & 5th Floor, Above Reserve Road,
Stage 2, 5TH Layout, Bengaluru, Karnataka 560076



Phone
+91 8095 000 123



E-mail
hello@kodnest.com



Website
www.kodnest.com

4. Any Govt ID Proof - One copy.

3. Copy of the PAN (permanent account number) Card, self-attested.

2. One (1) passport-size photograph.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

ANNEXURE 1:

(Signature of the Candidate)

Accepted

Akash Pandey
CEO & Co-Founder

Regards,

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Confidentiality policy

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We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

Congratulations on being selected for our CSR Program 2023!

Shaik Sameera Suhel,

Sub: Offer Confirmation Letter

17-March-2023



- List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.
1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.
 2. One (1) passport-size photograph.
 3. Copy of the PAN (permanent account number) Card, self-attested.
 4. Any Govt ID Proof - One copy.

ANNEXURE 1:

(Signature of the Candidate)

Accepted

Akash Pandey
CEO & Co-Founder



Regards,

- All documents provided by the company must be kept confidential except in the case of legal advice.

Confidentiality policy



13



KodNest Technologies Pvt Ltd,
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

17-March-2023

Sub: Offer Confirmation Letter

Navensai Anumolu,

Congratulations on being selected for our CSR Program 2023!

We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

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TERMS AND CONDITIONS

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2. To be eligible for the CSR program offer, the Trainee must agree to comply with all of KodNest's policies and procedures. It is also crucial to acknowledge that failure to accept this offer within 15 days will result in the Trainee forfeiting their seat and no longer being eligible for the program.

Confidentiality policy

- All documents provided by the company must be kept confidential except in the case of legal advice.

Regards,



**Akash Pandey
CEO & Co-Founder**

(Signature of the Candidate)

Accepted

ANNEXURE 1:

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1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.

2. One (1) passport-size photograph.

3. Copy of the PAN (permanent account number) Card, self-attested.

4. Any Govt ID Proof - One copy.

Address
CPR Tower, 4th & 5th Floor, above Parklane Park,
Stage 2, BTM Layout, Bangalore, Karnataka 560076



Phone
+91 8095 000 123



E-mail
hello@kodnest.com



Website
www.kodnest.com

12

Website
www.kodnest.com



E-mail
hello@kodnest.com



Phone
+91 8095 000 123



Address
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076



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Srujana Kapa,

Sub: Offer Confirmation Letter

17-March-2023

KodNest Technologies Pvt Ltd,
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076



19-449

19-449

3. Participation in all training and placement drives and opportunities that meet the criteria provided by KodNest through various channels is mandatory for the trainee. The trainee must actively participate in all such opportunities and ensure that they obtain pre-approval in case of emergency situations. Failure to comply with this requirement may result in disciplinary action, up to and including termination of the training opportunity.

4. Rest assured that KodNest will not charge any fees or require any payment of any kind from the trainee who has been selected through the CSR program. It is our pleasure to offer this opportunity to you without any financial burden.

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6. We will inform you of the mode of training, 15 days prior to your joining date. To ensure the validity of the offer, it is required that you have no pending backlogs at the time of joining.

7. KodNest Technologies Pvt. Ltd. will provide the training materials (Welcome kits).

Securing a job on campus is a common aspiration, but you need not worry as KodNest is here to help you make that dream come true through our KodNest CSR & Dream Factory program. We offer immersive learning experiences and a plethora of placement opportunities, so make the most of this chance. If not, we look forward to meeting you at KodNest's world-class physical and digital infrastructure.

We are dedicated to giving back to society through education and are thrilled to support talented and motivated individuals like you in achieving your goals. Congratulations on being selected for our CSR Drive, and we look forward to embarking on this journey together.

Kindly sign and return a copy of this letter.

We welcome you and wish you the best in your career.



Address

CSR Tower, 4th & 5th Floor, above Bellanca Fresh, Stage 2, 87th Layout, Bengaluru, Karnataka 560078



Phone

+91 8095 000 123



E-mail

hello@kodnest.com



Website

www.kodnest.com

Confidentiality policy

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Regards,



Akash Pandey
CEO & Co-Founder

(Signature of the Candidate)

Accepted

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Address

C/N Tower, 4th & 5th floor, above Ratanika Fresh,
Stage 2, 8TH Layout, Bengaluru, Karnataka 560076



Phone

+91 8095 000 123



E-mail

hello@kodnest.com



Website

www.kodnest.com



Website
www.kodnest.com



E-mail
hello@kodnest.com



Phone
+91 8095 000 123



Address
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076



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Congratulations on being selected for our CSR Program 2023!

Cherishma Damerla,

Sub: Offer Confirmation Letter

17-March-2023

CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

KodNest Technologies Pvt Ltd,



15

Confidentiality policy

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Regards,

Akash Pandey
CEO & Co-Founder

Accepted

(Signature of the Candidate)

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Congratulations on being selected for our CSR Program 2023!

Dayakar Yedumbakula,

Sub: Offer Confirmation Letter

17-March-2023

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Regards,



Akash Pandey
CEO & Co-Founder

(Signature of the Candidate)

Accepted

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Address

CPN Tower, 4th & 5th Floor, Above Helanca Street,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076



Phone

+91 8095 000 123



E-mail

hello@kodnest.com



Website

www.kodnest.com

15



Website
www.kodnest.com



E-mail
hello@kodnest.com



Phone
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Address
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Congratulations on being selected for our CSR Program 2023!

Jhansiri Nakkaboina,

Sub: Offer Confirmation Letter

17-March-2023

CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

KodNest Technologies Pvt Ltd,



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Regards,



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CEO & Co-Founder

(Signature of the Candidate)

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E-mail

hello@kodnest.com



Website

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Congratulations on being selected for our CSR Program 2023!

Naveensai Anumolu,

Sub: Offer Confirmation Letter

17-March-2023

KodNest Technologies Pvt Ltd,
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076



197140460

19-4-20

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Kindly sign and return a copy of this letter.

We welcome you and wish you the best in your career.

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Regards,



Akash Pandey
CEO & Co-Founder

(Signature of the Candidate)

Accepted

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Congratulations on being selected for our CSR Program 2023!

SRI NAGA SOWJANYA ALLADA,

Sub: Offer Confirmation Letter

17-March-2023

CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

KodNest Technologies Pvt Ltd,



19H71A04A1

19-4A1

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Regards,



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(Signature of the Candidate)

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Address

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Stage 2, BTM Layout, Bengaluru, Karnataka 560076



Phone

+91 8095 000 123



E-mail

hello@kodnest.com



Website

www.kodnest.com

**KodNest Technologies Pvt Ltd,**

CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

17-March-2023**Sub: Offer Confirmation Letter****Shaik Sameera Suhel,**

Congratulations on being selected for our CSR Program 2023!

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**Phone**

+91 8095 000 123

**E-mail**

hello@kodnest.com

**Website**

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Training & Placement Officer
DVR & Dr HS MIC College of Technology

19-4F2

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www.kodnest.com

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Regards,



Akash Pandey
CEO & Co-Founder

Accepted

(Signature of the Candidate)

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Address

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Stage 2, ITM Layout, Bengaluru, Karnataka 560075



Phone

+91 8095 000 123



E-mail

hello@kodnest.com



Website

www.kodnest.com



TNP MIC College <tnp@mictch.ac.in>

TAP Academy | CSR Selects | Thank you for your support | Devineni Venkata Ramana & Dr.Hima Sekhar MIC College of Technology

Afsha zeenath <afsha@thetapacademy.com>

Wed, Apr 5, 2023 at 12:57 PM

To: TNP MIC College <tnp@mictch.ac.in>

Cc: Sufiyan Khan <sufiyan@thetapacademy.com>, Ashish Balaji R <ashish@thetapacademy.com>

Dear Sir

Greetings from TAP Academy!

Thank you for the great and excellent support given by you and your team in organizing and managing CSR Activity. We experienced a really successful event and we realized it could happen due to you and your team's hard work and effort.

The below is the selected students and their details for your reference:

Name	Email	Phone	Branch / Stream
VI MAHIDAR TARUN MAJETY	haki24355@gmail.com	9398282226	Electronics & Communication
Srinu Korra	srinukorra30@gmail.com	9133549085	Electrical & Electronics
Srikanth Reddy Danda	dandavenu007@gmail.com	7981299156	Electronics & Communication
Lavanya Kamatham	lavanyakamatham19@gmail.com	6281988548	Information Technology
Sarvani Udutha	udathasarvani10@gmail.com	9959611375	Computer Science
NAGULMEERA SHAIK	nagulmeerashaik092000@gmail.com	7780660458	Electronics & Communication
Varaprasad Vudatha	vudathavaraprasad7909@gmail.com	7670881787	Computer Science

Looking forward to a long term relationship with your organisation.

Feel free to contact us for any queries.

Thank you



Syeda Afsha Zeenath
Manager - Campus Relations | Tap Academy

M 9663989084
E afsha@thetapacademy.com

Udupl garden signal, Tap Academy, 3,
opposite Bharat petroleum, BTM 2nd stage,
Bengaluru - 560076

www.thetapacademy.com


Training & Placement Officer
DVR & Dr HS MIC College of Technology

CSR Activity Offer Letter - 2023

Dear Student,

Congratulations you have been selected for Tap academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the online assessment and you are selected as Full Stack Web Development Trainee for the CSR Batch 2023.

Classes will be conducted Offline.

A detailed Email will be sent to your registered Email ID.

(Batch start date will be informed in the same Email).

Benefits:

1. Industry approved course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: This offer letter is not transferable.

Please Fill the below details and submit while enrolling for course:

Name:

Email:

Roll No:

Mobile No:

College:

Rohit

**Rohit Ravinder
Founder & CEO - TAP Academy Pvt Ltd.**



CSR Activity Offer Letter - 2023

Dear Student,

Congratulations you have been selected for Tap academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the online assessment and you are selected as Full Stack Web Development Trainee for the CSR Batch 2023.

Classes will be conducted Offline.

A detailed Email will be sent to your registered Email ID.

(Batch start date will be informed in the same Email).

Benefits:

1. Industry approved course curriculum offered for FREE inclusive of study materials.
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Please Fill the below details and submit while enrolling for course:

Name:

Email:

Roll No:

Mobile No:

College:

Rohit

Rohit Ravinder

Founder & CEO - TAP Academy Pvt Ltd.



Shortlisted Data
1 message

hrmanager@suryatechsolutions.in <hrmanager@suryatechsolutions.in> Tue, Apr 25, 2023 at 4:51 PM
To: TNP MIC College <tnp@mictech.ac.in>

Dear Sir,

Greetings of the Day...

Please find the attachment copy of Shortlisted.

Congratulations....to all of your selected candidates.

THANKS®ARDS

N.Divya
Hr-Manager
8885785386

SuryaTechSolutions

Ecil 'x' roads,Hyderabad-500062.

www.suryatechsolutions.in


Training & Placement Officer
DVR & Dr HS MIC College of Technology



SURYA TECH SOLUTIONS

LEADING AGENCIES FOR IT & ITI COLLEGE

Date: 25-04-2023

To

The Training & Placement cell,
MIC College of Technology,
Vijayawada.

Sub: Selected medical Candidates List

Respected Sir,

As per schedule we had conducted campus drive on 24-04-2023. These are the following candidates selected.

SNO	NAME	CONTACT	QUAL	BRANCH
1	KARRI PRABHASH KUMAR	8121225431	DIPLoma	MECH
2	U.PREM SAGAR	7989114994	DIPLoma	MECH
3	B.J.V.S.S.RAHUL	9701071027	DIPLoma	MECH
4	K.PAVAN KUMAR	9502468983	DIPLoma	MECH
5	P.VENKATA SHYAM	8143120949	DIPLoma	MECH
6	KODALI SRINIVAS	8331895553	DIPLoma	EEE
7	ANIL KUMAR DOKKA	7013706578	DIPLoma	EEE
8	M.VISHWANATH	9494975998	DIPLoma	MECH
9	M.ESWAR SURYA ABHAY	7386382179	DIPLoma	MECH
10	S.PRAMOD	8121112253	DIPLoma	MECH
11	R.SANKEERTH	7981614808	DIPLoma	MECH
12	VENKATA LAKSHMI SUMANTH GUNTURU	7702170128	DIPLoma	EEE
13	MANI DEEPAK REDDY GORUSU	9515058163	DIPLoma	EEE
14	S.K.JAKEER HUSSAIN	8106635220	DIPLoma	MECH
15	GURUDEV THIGULLA	9704892018	DIPLoma	MECH
16	CHERUKUPALLI NARENDRA BABU	9553558391	DIPLoma	EEE
17	SRIRAM YESUPOGU	9381919783	DIPLoma	ECE

Address: Ecil 'x' roads, Hyderabad-500062
Website: www.suryatechsolutions.in

As a token of your acceptance of our offer of trainee with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within two (2) days from the date of this letter.

Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Training Offer Letter.

Any disputes arising out of this offer letter shall be governed by and construed in accordance with the laws of India and the courts in Bangalore shall have exclusive jurisdiction.

Separation:

- Your voluntary separation will be one months' notice
- The Company reserves the right to terminate your services without assigning any specific reason whatsoever for such termination by giving you one months' notice or one month's basic pay.
- The Company also reserves the right to terminate your services without any notice or salary in lieu thereof on the grounds of misconduct.

For Quizaro ExtendedEdge PVT LTD

B P Pradeep Kumar
(Human Resources)

Acceptance:

I have read and understood the contents of this Training Offer Letter and Exhibits here to (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality.

Yours sincerely,

SIGNATURE:
(Candidate's Signature)

DATE:

401



Date: 13.06.2023

OL No: QZE2305163

Dear ABDUL JAMEER SYED

Re: Offer of Trainee

We are delighted to offer you **4 Months** on a basis in the role of **Training**. It is intended for you to commence your Training on **20-06-2023**. Please read this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be hired on the terms and conditions in this agreement, in the role of **Business Development Associate**. In any Addition to any duties allocated by the Training from **20 June 2023 to 30 June 2023**, your position will involve.

The Duties allocated set out below:

OJT Start Date: **01 July 2023**

OJT End Date: **01 Nov 2023**

Stipend: **INR 17000 Per Month + INR 10000 as incentives** (Subject to statutory deductions)

Target: Shall be discussed during the induction/training period.

2. Location

You will be based at the address shown below: **3rd Floor in CK Pearl, No. L 151, 5th Main, Sector 6, HSR Layout, Bangalore - 560102.**

3. Probationary Period

Your training is subject to the satisfactory completion of a probationary period of four month. The probationary period is designed to grant the Training time to assess whether you are able to fulfill your role with the Training. During the probationary period, your training may be terminated by either you or the Training upon providing 1 Month written notice.



OFFER LETTER,

Dear Madduru Koteswaramma,

We are pleased to offer you an appointment in our organization as a Software Engineer W.E.F 03 September 2023. You will be paid a monthly salary of INR 15000/- only.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure - A

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of Employment.

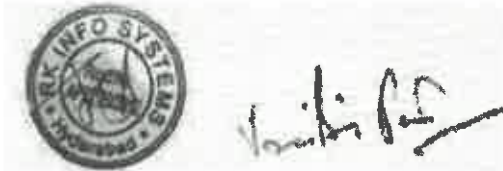
Employment As per this offer is subject to your being medically fit. Please sign and return a duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,

Vivek Parmar - (Chief Technology Officer)

RK Info Systems - Innovation | Skill | Expertise



RK Info Systems - SY No 130P & 115, Nanakramguda Rd, Financial Distt, Manikonda, TG Website : www.rkinfosystems.in Email: hring@rkinfosystems.in , Phone : +91-6301302833 | +971-563214929 | +91 - 40-40205020 | GST : 36BFJPP8047R1ZF


Training & Placement Officer
DVR & Dr HS MIC College of Technology



OFFER LETTER

Dear Kalva Ramya,

We are pleased to offer you an appointment in our organization as a Software Engineer W.E.F 03 September 2023. You will be paid a monthly salary of INR 15000/- only.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of Employment.

Employment As per this offer is subject to your being medically fit. Please sign and return a duplicate copy of this letter in token of your acceptance. You will not be paid any stipend during internship but if your performance seems to be good we will look forward to pay the stipend from the third month onwards.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,

Vivek Parmar - (Chief Technology Officer)

RK Info Systems - Innovation | Skill | Expertise



RK Info Systems - SY No 130P & 115, Nanakramguda Rd, Financial Distt, Manikonda, TG Website : www.rkinfosystems.in Email: hr@rkinfosystems.in , Phone : +91-6301302833 | +971-563214929 | +91 - 40 -40205020 | GST : 36BFJPP8047R1ZF


Training & Placement Officer
DVR & Dr HS MIC College of Technology



OFFER LETTER,

Dear Jabeer Basha Shaik

We are pleased to offer you an appointment in our organization as a Software Engineer W.E.F 03 June 2023. You will be paid a monthly salary of INR 15000/- only.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of Employment.

Employment As per this offer is subject to your being medically fit. Please sign and return a duplicate copy of this letter in token of your acceptance. You will not be paid any stipend during internship but if your performance seems to be good we will look forward to pay the stipend from the third month onwards.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,

Vivek Parmar - (Chief Technology Officer)

RK Info Systems - Innovation | Skill | Expertise



RK Info Systems - SY No 130P & 115, Nanakramguda Rd, Financial Distt, Marikonda, TG Website : www.rkinfosystems.in Email: hr@rkinfosystems.in , Phone : +91-6301302833 | +91-563214929 | +91 - 40 -40205020 | GST : 36BFJPP8047R1ZF


Training & Placement Officer
DVR & Dr HS MIC College of Technology



OFFER LETTER,

Dear Pavani Konagala,

We are pleased to offer you an appointment in our organization as a Software Engineer W.E.F 03 June 2023. You will be paid a monthly salary of INR 15000/- only.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of Employment.

Employment As per this offer is subject to your being medically fit. Please sign and return a duplicate copy of this letter in token of your acceptance. You will not be paid any stipend during internship but if your performance seems to be good we will look forward to pay the stipend from the third month onwards.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,

Vivek Parmar - (Chief Technology Officer)

RK Info Systems - Innovation | Skill | Expertise



RK Info Systems - SY No 130P & 115, Nanakramguda Rd, Financial Distt, Manikonda, TG Website :
www.rkinfosystems.in Email: hr@rkinfosystems.in , Phone : +91-6301302833 | +91-563214929 | +91 - 40
-40205020 | GST : 36BFJPP8047R1ZF


Training & Placement Officer
DVR & Dr HS MIC College of Technology



OFFER LETTER,

Dear Kuppakula Anitha,

We are pleased to offer you an appointment in our organization as a Software Engineer W.E.F 03 August 2023. You will be paid a monthly salary of INR 15000/- only.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

Your offer has been made based on information furnished by you. However if there is a discrepancy in the copies of documents or certificates given by you as a proof of above we retain the right to review our offer of Employment.

Employment As per this offer is subject to your being medically fit. Please sign and return a duplicate copy of this letter in token of your acceptance. You will not be paid any stipend during internship but if your performance seems to be good we will look forward to pay the stipend from the third month onwards.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,

Vivek Parmar - (Chief Technology Officer)

RK Info Systems - Innovation | Skill | Expertise



RK Info Systems - SY No 130P & 115, Nanakramguda Rd, Financial Distt, Manikonda, TG Website :
www.rkinfosystems.in Email: hring@rkinfosystems.in , Phone : +91-6301302833 | +971-563214929 | +91 - 40
-40205020 | GST : 36BFJPP8047R1ZF


Training & Placement Officer
DVR & Dr HS MIC College of Technology



TNP MIC College <tnp@mlctech.ac.in>

Requesting for Campus Drive for 2023 Batch: DVR & Dr HS MIC College of Technology - Vijayawada

ASHWATHANARAYANA GOWDA(ASHWATHANARAYANA GOWDA) <ashwatha.g@slworld.com>

Sun, Mar 26, 2023 at 9:50 AM

To: TNP MIC College <tnp@mlctech.ac.in>

Cc: "A ANANDA BHASKER (A ANANDA BHASKER)" <ananda.bhasker@slworld.com>

Dear Sir,

Greetings from SLAP!

Please find the attached list of students who are shortlisted for company Trainee position.

Total No. of Students Selected – 46. Date of joining is first week of May-2023.

Thanks & Regards

Ashwatha

+91 7829209050

HR Dept.



SL AP Private Limited

Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B

Bangalore-Hyderabad Highway | Gudipalli Village |

Ananthapur – 515 122 | Andhra Pradesh | INDIA

Website: [www.slworld.com]www.slworld.com

Kindly confirm the names of the students who are willing to join on the below said dates for making necessary arrangements.

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

상기 메일은 지정된 수신인만을 위한 것이며, 부정경쟁방지 및 영업비밀의 보호에 관한 법률을 포함하여 관계 법령에 따라 보호의 대상이 되는 영업비밀, 기밀정보 등을 포함하고 있을 수 있습니다. 본 문서에 포함된 정보의 전부 또는 일부를 무단으로 제 3자에게 공개, 배포, 복사 또는 사용하는 것은 엄격히 금지됩니다. 본 메일이 잘못 전송된 경우, 발신인 또는 당사에 알려주시고, 본 메일을 즉시 삭제하여 주시기 바랍니다.

The above message is intended solely for the named addressee and may contain information that is privileged, confidential or otherwise protected under applicable law. Any unauthorized dissemination, distribution, copying or use of the information contained in this communication is strictly prohibited. If you have received this communication in error, please notify the sender by email and erase this communication immediately.

SLAP Selected students

S No	Roll No	Student Name	Branch
1	19H71A0203	Balne Bhuvanesh	EEE
2	19H71A0204	Kambhampati Dhayanidhi	EEE
3	19H71A0210	Gujjarlapudi Nikhil	EEE
4	19H71A0214	Vuyyuru Sathwik	EEE
5	19H71A0217	Mudavathu Srikanth	EEE
6	20H75A0205	Todeti Bhagya Raju	EEE
7	20H75A0207	Nadakuditi Bhargava Ram	EEE
8	20H75A0208	Sunkisala Bruce lee	EEE
9	20H75A0210	Chinthala Deepak Srinivas	EEE
10	20H75A0212	Shaik Faruk Gani	EEE
11	20H75A0215	Sakinala Gopal	EEE
12	20H75A0223	Vailepu Koteswara Rao	EEE
13	20H75A0234	Kodigudla Neeraj	EEE
14	20H75A0235	Varre Pavan Kalyan Chakravarthi	EEE
15	20H75A0237	Mukkidi Peddaiah	EEE
16	20H75A0240	Davu Rama Linga Prasad	EEE
17	20H75A0242	Tummala Sai Teja	EEE
18	20H75A0244	Kothuri Sampath Kumar	EEE
19	20H75A0246	Tikkisetty Satya Vara Prasad	EEE
20	20H75A0250	Thota Srihari	EEE
21	20H75A0252	Medida Sumanth	EEE
22	20H75A0254	Palla Trinadh	EEE
23	20H75A0257	Anupoju Venkat	EEE
24	20H75A0262	Yathakula William Cary	EEE
25	20H75A0265	Korra Srinu	EEE
26	19H71A0410	Andraju Durga Prasad	ECE
27	19H71A0420	Kosaraju Mahith Sai	ECE
28	19H71A0448	Jonnalagadda Srikanth	ECE
29	19H71A0452	Puli Venkata Sai Karthik	ECE
30	19H71A0460	Chepuri Aditya Sai Akhil	ECE
31	19H71A0466	Kurmala Dhanvantar B Datta Kumar	ECE
32	19H71A04A0	Teja Somanath Sahu	ECE
33	19H71A04A3	Danda Srikanth Reddy	ECE
34	20H75A0402	Gorantla Anand Sai Kumar	ECE
35	20H75A0417	Kandula Naveen Kumar	ECE
36	19H71A0416	Kumar Vardhan Singamsetty	ECE
37	20H75A0302	Shaik Akbar	MECH
38	20H75A0304	Tummala Gnana Deep	MECH
39	20H75A0305	Regandla Harish	MECH
40	20H75A0308	Yannam Karthikeya	MECH
41	20H75A0312	Valeti Maneesh	MECH
42	20H75A0313	Mikkili Nagaraju	MECH
43	20H75A0317	Siddela Prem Kumar	MECH
44	20H75A0318	Boddu Raja	MECH
45	20H75A0320	Yandapalli Ramesh	MECH
46	20H75A0324	Kalasani Udaybhaskar	MECH

NEEM TRAINEE ID CARD



NAME : Thummala Amrutha Prem Sagar

NEEM ID : N168180

T At: Sundram **Fastners** Limited, Sri City

dress: No.2-9/2, Near Rcm Church

Kondapavuluru, Purushothapatnam, Gannavaram Krishna

Andhra Pradesh - 521101

OJ: **01/12/2022**

OT: **30/11/2025**

mergency
ontact No.: **9490838397**

lood Group: **O + VE**

Mobile No.: **7673926236**



Authorised Signatory

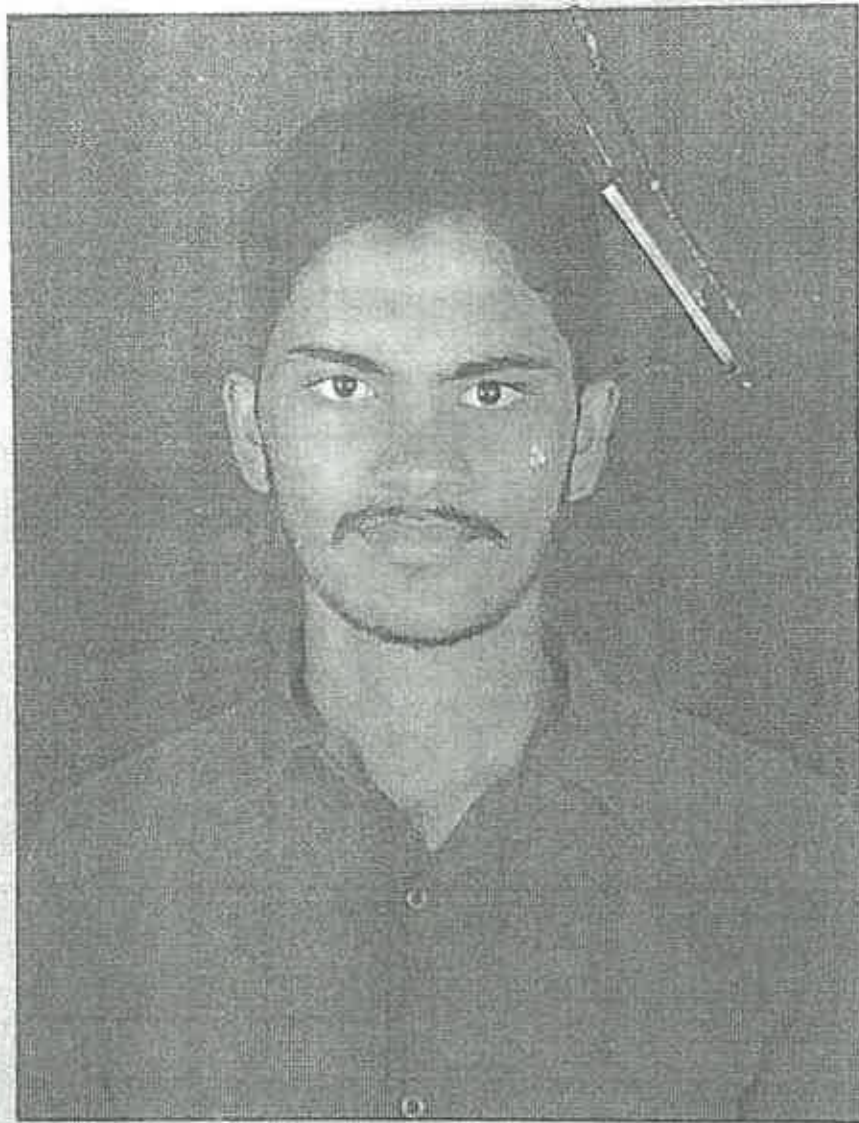
Trainee Signature

TVS Educational Society
Jayalakshmi Estate, 29, Haddows Road,
Chennai - 600 006.

TVS E S

TVS Educational Society

NEEM TRAINEE ID CARD



NAME : Uppu Ganesh

NEEM ID : N168181


Training & Placement Officer
DVR & Dr HS MIC College of Technology

OJT At: Sundram Fastners Limited, Sri City

Address: No.2-2/C, Pesarlanka

Guntur

Andhra Pradesh - 522324

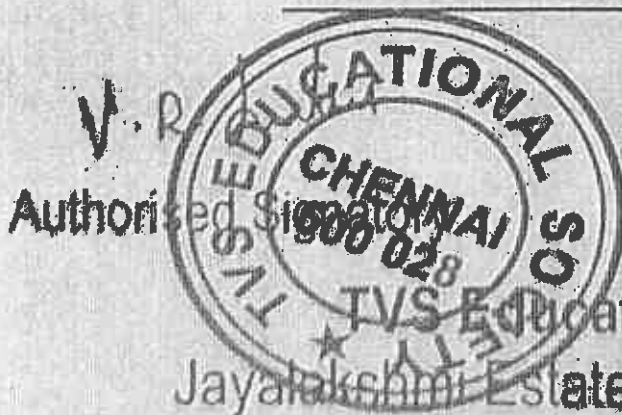
DOJ: 01/12/2022

DOT: 30/11/2025

Emergency Contact No.: 9959002243

Blood Group: O + VE

Mobile No.: 7207529497



Trainee Signature

TVS Educational Society
Jayalaxmi Estate, 29, Haddows Road,
Chennai - 600 006.

TVS - E S

TVS Educational Society

NFFM TRAINEE ID CARD



NAME : **Kukkala Venkateswara Rao**

NEEM ID : **N168178**

OJT At: Sundram Fastners Limited, Sri City

Address: No.1-65-A, N Goliapalem

Nelakumu, Chinnapuram

Andhra Pradesh - 521001

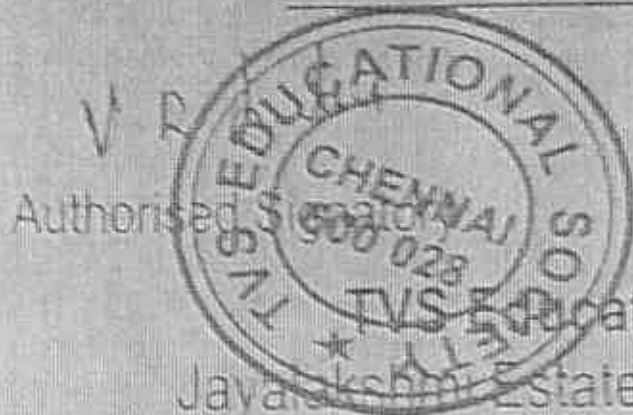
DOJ: 01/12/2022

DOT: 30/11/2025

Emergency
Contact No: 9640919501

Blood Group: O + VE

Mobile No.: 8688914668



Trainee Signature

TVS Educational Society
Jayashree Estate, 29, Haddows Road,
Chennai - 600 006.

TVS - E S

TVS Educational Society

NEEM TRAINEE ID CARD



NAME : Velivela Sri Muralinadh

NEEM ID : N168179


Training & Placement Officer
DVR & Dr HS MIC College of Technology

Campus Drive for 2023 Batch: DVR & Dr HS MIC College of Technology - Vijayawada

From: <hr@ultramarinepigments.net>
To: TNP MIC College <tnp@mictch.ac.in>

Jan 05, 2023 at 11:50 AM

Dear Sir,

Greetings from Ultra Marine Pigments!

Please find the below students who are shortlisted for company Trainee position.

Name	Branch
Valeti Maneesh	MECH
Kalasan Udaybhaskar	MECH
Vuyyuru Venkatasai Niranjan	MECH
Kalakanti Narasimha Swamy	EEE
Varre Pavan Kalyan Chakravarthi	EEE
Mukkidi Peddaiah	EEE
Bezawada Vijay Kumar	EEE

Thanks & Regards

Pavan Kumar
HR


Training & Placement Officer
DVR & Dr HS MIC College of Technology

OJT At: Sundram Fastners Limited, Sri City

Address: No.4-211, Pedakonduru

Guntur

Andhra Pradesh - 522305

DOJ: 01/12/2022

DOT: 30/11/2025

Emergency
Contact No.: 9704998907

Blood Group: O + VE

Mobile No.: 7093387219



Trainee Signature

TVS Educational Society
Jayashankar Estate, 29, Haddows Road,
Chennai - 600 006

Annexure I: Annual Compensation Structure			
Name	Ms. Bobburl SiriDivya	Position & Department	Associate Trainer
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group accidental policy for Life Cover(Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

UNIVERSITY OF CENTRAL MISSOURI

International Student Services
108 W. South St.
Ward Edwards 1800
Warrensburg, MO 64093
Office 660-543-4092
intladmit@ucmo.edu

Dear Munwar,

Congratulations and welcome to the University of Central Missouri! We are excited to offer you admission to the MS Computer Science program for the Fall 2023 semester.

Please continue to check your email. You may receive additional information from the program coordinator regarding your admission. In addition, you will receive more information regarding our online international orientation process.

If you are a new student, you should receive an email within 24 hours of admission with your network ID and instructions on accessing MyCentral. If you do not receive an email, and it is not in your Spam folder, please contact tsc@ucmo.edu. If you are a returning student, you will not receive that email as you have already been assigned a network ID. If you need assistance retrieving your network ID, please contact our office.

Please let us know if you have any questions about your next steps. For specific questions about the program or which courses to enroll in, please contact the program directly.

Sincerely,

International Student Services
University of Central Missouri

Reminder: You will not be able to enroll in classes until we receive all of your final official transcripts (evaluations) from all college/post-secondary institutions attended (including provisional certificates and/or diplomas for international students) that meet the GPA requirements of the University.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23

UNIVERSITY OF CENTRAL MISSOURI

International Student Services
108 W. South St.
Ward Edwards 1800
Warrensburg, MO 64093
Office 660-543-4092
intladmit@ucmo.edu

Dear Mohith Naga Adithya,

Congratulations and welcome to the University of Central Missouri! We are excited to offer you admission to the MS Cybersecurity & Information Assurance program for the Fall 2023 semester.

Please continue to check your email. You may receive additional information from the program coordinator regarding your admission. In addition, you will receive more information regarding our online international orientation process.


If you are a new student, you should receive an email within 24 hours of admission with your network ID and instructions on accessing MyCentral. If you do not receive an email, and it is not in your Spam folder, please contact tsc@ucmo.edu. If you are a returning student, you will not receive that email as you have already been assigned a network ID. If you need assistance retrieving your network ID, please contact our office.

Please let us know if you have any questions about your next steps. For specific questions about the program or which courses to enroll in, please contact the program directly.

Sincerely,

International Student Services
University of Central Missouri

Reminder: You will not be able to enroll in classes until we receive all of your final official transcripts (evaluations) from all college/post-secondary institutions attended (including provisional certificates and/or diplomas for international students) that meet the GPA requirements of the University.


PRINCIPAL
DVR & Dr. HS MIC College of Technology,
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

UNIVERSITY OF CENTRAL MISSOURI

International Student Services
108 W. South St.
Ward Edwards 1800
Warrensburg, MO 64093
Office 660-543-4092
intladmit@ucmo.edu

Dear Raja Rajeswari,

Congratulations and welcome to the University of Central Missouri! We are excited to offer you admission to the MS Cybersecurity & Information Assurance program for the Fall 2023 semester.

Please continue to check your email. You may receive additional information from the program coordinator regarding your admission. In addition, you will receive more information regarding our online international orientation process.

If you are a new student, you should receive an email within 24 hours of admission with your network ID and instructions on accessing MyCentral. If you do not receive an email, and it is not in your Spam folder, please contact tsc@ucmo.edu. If you are a returning student, you will not receive that email as you have already been assigned a network ID. If you need assistance retrieving your network ID, please contact our office.


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Sincerely,

International Student Services

University of Central Missouri

Reminder: You will not be able to enroll in classes until we receive all of your final official transcripts (evaluations) from all college/post-secondary institutions attended (including provisional certificates and/or diplomas for international students) that meet the GPA requirements of the University.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



SCHOOL OF ENGINEERING
650 East Parkway South
Memphis, TN 38104
(901) 321-3410 • Fax (901) 321-3402
www.cbu.edu

March 15, 2023

Yathakula William Cary
DNO 28-38, Bhima Raju Gutta
Ibrahimpattanam, Andhra Pradesh
521456
India

Dear William Cary,

On behalf of the School of Engineering, I am delighted to inform you that you have been admitted into the **Master of Science in Computer Information Systems (MSCIS)** program at Christian Brothers University for the **Fall (August) 2023** term. Your student ID number is **899487422**. You will need this number in order to conduct business with all offices on campus.

Your I-20 will be processed by our Designated School Officer, and you will be contacted as soon as it is received.

IMPORTANT: You are required to submit official transcripts from all colleges/universities attended prior to enrollment.

Please note that all students who take classes on campus or utilize campus facilities must submit a **Student Health Form** and **Influenza Vaccination Verification** using the following link: **New Student Health Services On-Boarding Verification Form**. COVID vaccinations are strongly encouraged, and you may also use this form to submit your **COVID Vaccination Verification**.

If you have any questions, please contact me at rprice@cbu.edu or 901-321-3412.

I wish you the best of luck in the MSCIS program and offer you my personal congratulations on your acceptance.

Welcome to Christian Brothers University!

Best Regards,

Randel Price, Ph.D.
Associate Dean-Gadomski School of Engineering


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

CHRISTIAN BROTHERS UNIVERSITY



TEXAS TECH UNIVERSITY
Graduate School

November 8, 2022

Hema Sri Nakirikanti
3-107, Konakanchi Penuganchiprolu, Krishna
Krishna, AP 521190
India

Dear Hema Sri:

It gives me great pleasure to inform you that you have been accepted into the following program:

Intended Program: **Computer Science (MS)**
Intended Term of Entry: **Spring 2023**

Your application was evaluated based on unofficial academic transcripts and test scores. You will be required to submit official copies of these items by the twelfth (12th) class day of the term to which you are admitted, and you will receive a separate communication which contains more information about what to submit and how it should be submitted.

Please review the Graduate Catalog to familiarize yourself with Graduate School regulations and requirements. Information for newly admitted students is available on our website at <http://go.grad.ttu.edu/newstudents>. Pre-arrival information for new incoming international students will be available online at <http://go.grad.ttu.edu/prearrival>.

Access to graduate education is reserved for students who have demonstrated uncommon scholastic ability at the undergraduate level. Moreover, we believe that these students show great promise for further academic achievement. Accordingly, your admission to the Graduate School is a pivotal event in your professional development, and we welcome you to our community of scholars. Please accept our congratulations.

Sincerely,

Mark A. Sheridan, Ph.D.
Vice Provost of Graduate Affairs and Dean of the Graduate School

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacheria, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521180



Dear Kartheek,

Good news! You have been recommended for admission to the Industrial Engineering - Master's program for the Spring 2024 semester at Wichita State University. As of today we are missing one or more of the following materials in order to finalize your admission:

- **Certification of Financial Support (CFS) Form** - International applicants must prove that they have the financial ability to pay for their tuition, books, and living expenses while they study in the U.S. This is a WSU form that is required. Please click on the link above and fill it out. You can find an example of this form below. To see required costs for an i-20, please review the basic costs for international students.

Certification of Financial Support
Graduate Students

Academic Year 2021-2022

Section A: Student Information

Student Name: Last: [Blank] First: [Blank] Middle: [Blank]
 Student ID Number: [Blank]
 Date of Birth (mm/dd/yyyy): [Blank]

Section B: Estimated Expenses

Category	Estimated Expense	Personalized Cost Estimate For 4 Months
Tuition and Fees	[Blank]	\$10,000
Books and Materials	[Blank]	\$1,500
Living Expenses	[Blank]	\$6,000
Health and Medical Insurance	[Blank]	\$1,500
TOTAL AMOUNT REQUIRED ON BANK STATEMENT		\$19,000

Section C: Sponsorship Information and Signature

Sponsor: Family/Friend using PERSONAL Funds
 Name of Sponsor: [Blank]
 Relationship to Student: [Blank]
 Type of Bank Account: [Blank]

Name of Treasurer: [Blank]
 Relationship to Student: [Blank]
 Type of Bank Account: [Blank]

John Doe
 Signature of Treasurer
 Date: 1-28-2021

Section E: Instructions

1. Print this document.
2. Your sponsor(s) must sign in Part C.
3. Attach a bank statement or bank letter which meets all requirements as listed in Section B.
4. Section C must be completed if you have a spouse or partner who will live with you in Wichita.
5. Submit the completed form and evidence of financial support as follows:
 - CURRENT OR FORMER WSU STUDENTS: Email this form and your financial documentation to gradschol@wichita.edu
 - NEW APPLICANTS TO WSU: Upload this form and your financial documentation on Step 4 of the online application process.

Information About Dependents
Accompanying the Student to the U.S.

Section F: Student Information

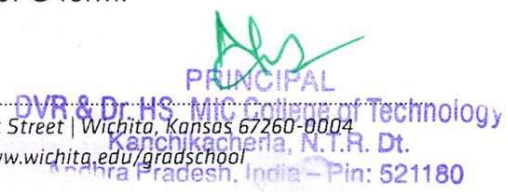
Family Last Name: [Blank] Student Name: John Doe
 Middle Name: [Blank] Date of Birth (mm/dd/yyyy): 01/15/1995

Section G: Dependent Information

Relationship: [Blank] Name of Dependent as listed in Passport: [Blank] Date of Birth (mm/dd/yyyy): [Blank] Country of Birth: [Blank] Country of Citizenship: [Blank]

Relationship	Name of Dependent as listed in Passport	Date of Birth (mm/dd/yyyy)	Country of Birth	Country of Citizenship
1. Spouse	Family Name: [Blank] Given Name: [Blank]	[Blank]	[Blank]	[Blank]
2. Child	[Blank]	[Blank]	[Blank]	[Blank]
3. Parent	[Blank]	[Blank]	[Blank]	[Blank]
4. Sibling	[Blank]	[Blank]	[Blank]	[Blank]
5. Other	[Blank]	[Blank]	[Blank]	[Blank]

- **Financial Support Document** - Typically bank statements, scholarship offers, or other evidence of funds. Your funds must meet the total amount required on the Certification of Financial Support form. Bank statements must match your sponsor on the CFS form.



SEVIS ID: N0034560442

SURNAME/PRIMARY NAME Meka	GIVEN NAME Tejaswini	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Tejaswini Meka	PASSPORT NAME MEKA TEJASWINI	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Ibrahimpattam	DATE OF BIRTH 08 JANUARY 2002	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME Montclair State University Montclair State University	SCHOOL ADDRESS 1 NORMAL AVE, MONTCLAIR, NJ 07043
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Kaitlyn Healy Assistant Director of International Student Services	SCHOOL CODE AND APPROVAL DATE NEW214F01039000 24 DECEMBER 2002

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Computational Science 30.3001	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 29 JULY 2023
START OF CLASSES 28 AUGUST 2023	PROGRAM START/END DATE 28 AUGUST 2023 - 31 MAY 2025	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 17,066	Personal Funds	\$ 0
Living Expenses	\$ 16,574	Funds From This School	\$ 0
Expenses of Dependents (0)	\$ 0	Meka Rama Krishna (Father)	\$ 45,646
Miscellaneous Expenses	\$ 9,671	On-Campus Employment	\$ 0
TOTAL	\$ 43,311	TOTAL	\$ 45,646

REMARKS

All costs are estimated, your tuition bill will reflect your accurate cost of attendance. You are required to attend the mandatory international student orientation on August 23 and 24, 2023. For emergencies please contact University Police: 973-655-5222.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X Kaitlyn Healy
SIGNATURE OF: Kaitlyn Healy, Assistant Director of International Student Services

DATE ISSUED: 31 May 2023

PLACE ISSUED: MONTCLAIR, NJ

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X

SIGNATURE OF: Tejaswini Meka

DATE

NAME OF PARENT OR GUARDIAN: _____ SIGNATURE: _____ ADDRESS (city/state or province/country): _____ DATE: _____

SEVIS ID: N0034560442 (F-1)

NAME: Tejaswini Meka

EMPLOYMENT AUTHORIZATIONS

CHANGE OF STATUS/CAP-GAP EXTENSION

AUTHORIZED REDUCED COURSE LOAD

CURRENT SESSION DATES

CURRENT SESSION START DATE	CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

SEVIS ID: N0034056839

SURNAME/PRIMARY NAME Nemalipuri	GIVEN NAME Naveen	Class of Admission <h1 style="font-size: 2em;">F-1</h1> ACADEMIC AND LANGUAGE
PREFERRED NAME Naveen Nemalipuri	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Vellanki	DATE OF BIRTH 08 MAY 2000	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME UNIVERSITY OF CENTRAL MISSOURI Missouri Innovation Campus	SCHOOL ADDRESS 1101 Innovation Parkway, LEES SUMMIT, MO 64086
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Jeffrey Couch International Student Advisor	SCHOOL CODE AND APPROVAL DATE KAN214F00100001 17 JANUARY 2003

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer Science 11.0701	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 15 JULY 2023
START OF CLASSES 14 AUGUST 2023	PROGRAM START/END DATE 14 AUGUST 2023 - 31 MAY 2025	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 9,589	Personal Funds	\$ 0
Living Expenses	\$ 9,699	Funds From This School	\$
Expenses of Dependents (0)	\$	family	\$ 21,800
Health Insurance and additional Progra	\$ 2,512	On-Campus Employment	\$
TOTAL	\$ 21,800	TOTAL	\$ 21,800

REMARKS

Mandatory orientation for enrollment begins August 7, 2023.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

SIGNATURE OF: Jeffrey Couch, International Student Advisor **DATE ISSUED:** 07 March 2023 **PLACE ISSUED:** LEES SUMMIT, MO

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. **Parent or guardian, and student, must sign if student is under 18.**

SIGNATURE OF: Naveen Nemalipuri **DATE:** _____

NAME OF PARENT OR GUARDIAN: _____ **SIGNATURE:** _____ **ADDRESS (city/state or province/country):** _____ **DATE:** _____

SEVIS ID: N0034056839 (F-1)

NAME: Naveen Nimalipuri

EMPLOYMENT AUTHORIZATIONS

CHANGE OF STATUS/CAP-GAP EXTENSION

AUTHORIZED REDUCED COURSE LOAD

CURRENT SESSION DATES

CURRENT SESSION START DATE	CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

SEVIS ID: N0034329594

SURNAME/PRIMARY NAME Gadde	GIVEN NAME Deepak	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Deepak Gadde	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Jaggayyapeta	DATE OF BIRTH 25 SEPTEMBER 2001	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME Iowa State University of Science and Technology Iowa State University	SCHOOL ADDRESS 2229 LINCOLN WAY # 4530, International Students/Scholars Office, AMES, IA 50014
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Becca Duncan International Orientation and Pre-Arrival Coordinator	SCHOOL CODE AND APPROVAL DATE OMA214F00163000 25 JANUARY 2003

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer Science 11.0701	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 18 JULY 2023
START OF CLASSES 21 AUGUST 2023	PROGRAM START/END DATE 17 AUGUST 2023 - 08 AUGUST 2025	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 10 MONTHS		STUDENT'S FUNDING FOR: 10 MONTHS	
Tuition and Fees	\$ 29,954	Personal Funds	\$ 0
Living Expenses	\$ 16,635	Funds From This School	\$
Expenses of Dependents (0)	\$	Family Funds	\$ 46,589
Other	\$	On-Campus Employment	\$
TOTAL	\$ 46,589	TOTAL	\$ 46,589

REMARKS

Arrival after program start date requires permission from the Office of Admissions.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

<input checked="" type="checkbox"/> <i>Becca Duncan</i>	DATE ISSUED 24 April 2023	PLACE ISSUED AMES, IA
SIGNATURE OF: Becca Duncan, International Orientation and Pre-Arrival Coordinator		

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

<input checked="" type="checkbox"/> <i>Deepak Gadde</i>	DATE 01-07-2023
SIGNATURE OF: Deepak Gadde	
<input checked="" type="checkbox"/>	DATE
NAME OF PARENT OR GUARDIAN	SIGNATURE
ADDRESS (city/state or province/country)	DATE

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kamacharla, N.T.R. Dt. Page 1 of 3

SEVIS ID: N0034394716

SURNAME/PRIMARY NAME Vattikuti	GIVEN NAME Venkata Siva	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Venkata Siva Vattikuti	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Macherla, Andhra Pradesh	DATE OF BIRTH 31 MAY 2002	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME Eastern Illinois University Eastern Illinois University	SCHOOL ADDRESS 600 Lincoln Avenue, Charleston, IL 61920
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Lori Click Program Assistant	SCHOOL CODE AND APPROVAL DATE CHI214F00410000 29 JANUARY 2003

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer/Computer Systems Technology/Technician 15.1202	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 22 JULY 2023
START OF CLASSES 21 AUGUST 2023	PROGRAM START/END DATE 21 AUGUST 2023 - 15 DECEMBER 2025	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 17,876	Personal Funds	\$ 0
Living Expenses	\$ 10,430	Funds From This School	\$ 0
Expenses of Dependents (0)	\$ 0	Father	\$ 46,569
Other	\$ 0	On-Campus Employment	\$ 0
TOTAL	\$ 28,306	TOTAL	\$ 46,569

REMARKS

Estimated expenses are based on enrollment in nine hours each semester. Fall 2023 classes begin August 21, 2023. Students with initial I-20 cannot enter the United States more than 30 days prior to this date. Students are required to attend mandatory orientation August 15-17, 2023. During these dates our emergency number is 217-276-0888. After these dates call University Police Department at 217-581-3213 for emergencies. Immunization records must be submitted prior to or upon arrival to campus.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

<input checked="" type="checkbox"/> Lori Click	<small>Digitally signed by Lori Click Date: 2023.05.03 10:26:51 -0500'</small>	DATE ISSUED 03 May 2023	PLACE ISSUED Charleston, IL
SIGNATURE OF: Lori Click, Program Assistant			

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. **Parent or guardian, and student, must sign if student is under 18.**

<input checked="" type="checkbox"/>	_____	_____
SIGNATURE OF: Venkata Siva Vattikuti		DATE
_____	<input checked="" type="checkbox"/>	_____
NAME OF PARENT OR GUARDIAN	SIGNATURE	ADDRESS (city/state or province/country)
		DATE


PRINCIPAL
DVR & Dr. HS MIC College of Technology
 Kanchikacherla, N.T.R. Dt.
 Andhra Pradesh, India - Pin: 521180

SEVIS ID: N0034394716 (F-1)

NAME: Venkata Siva Vattikuti

EMPLOYMENT AUTHORIZATIONS

CHANGE OF STATUS/CAP-GAP EXTENSION

AUTHORIZED REDUCED COURSE LOAD

CURRENT SESSION DATES

CURRENT SESSION START DATE	CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

SEVIS ID: N0034207675

SURNAME/PRIMARY NAME Kalyanapu	GIVEN NAME Charishma	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Charishma Kalyanapu	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Vijayawada	DATE OF BIRTH 13 APRIL 2002	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME University of North Texas University of North Texas	SCHOOL ADDRESS 1155 Union Circle #311067, Denton, TX 76203
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Stacey Benton Senior Immigration Advisor	SCHOOL CODE AND APPROVAL DATE DAL214F00610000 21 JANUARY 2003

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer and Information Sciences, General 11.0101	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 19 JULY 2023
START OF CLASSES 21 AUGUST 2023	PROGRAM START/END DATE 18 AUGUST 2023 - 12 DECEMBER 2025	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 17,334	Personal Funds	\$ 0
Living Expenses	\$ 15,308	Funds From This School	\$
Expenses of Dependents (0)	\$	Family Funds	\$ 36,764
Books, Insurance	\$ 4,122	On-Campus Employment	\$
TOTAL	\$ 36,764	TOTAL	\$ 36,764

REMARKS

Tuition/fees subject to change.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X Stacey Benton Digitally signed by Stacey Benton
Date: 2023.04.04 09:07:02 -05'00' **DATE ISSUED** 04 April 2023 **PLACE ISSUED** Denton, TX
SIGNATURE OF: Stacey Benton, Senior Immigration Advisor

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. **Parent or guardian, and student, must sign if student is under 18.**

X
SIGNATURE OF: Charishma Kalyanapu **DATE**
X
NAME OF PARENT OR GUARDIAN **SIGNATURE** **ADDRESS (city/state or province/country)** **DATE**


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

SEVIS ID: N0034025507

SURNAME/PRIMARY NAME Ginjupalli	GIVEN NAME Likitha	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Likitha Ginjupalli	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Nandigama	DATE OF BIRTH 18 AUGUST 2002	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME University of North Carolina at Charlotte Dubois Center, UNC Charlotte Center City	SCHOOL ADDRESS UNC Charlotte, 9201 University City Blvd., Charlotte, NC 28223
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Chau Tran SEVIS Coordinator, International Student & Scholar Office	SCHOOL CODE AND APPROVAL DATE ATL214F10291001 04 FEBRUARY 2003

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Management Sciences and Quantitative Methods, Other 52.1399	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 22 JULY 2023
START OF CLASSES 21 AUGUST 2023	PROGRAM START/END DATE 21 AUGUST 2023 - 31 MAY 2025	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 10 MONTHS		STUDENT'S FUNDING FOR: 10 MONTHS	
Tuition and Fees	\$ 32,500	Personal Funds	\$ 0
Living Expenses	\$ 19,000	Funds From This School	\$
Expenses of Dependents (0)	\$ 0	Family Funds	\$ 55,004
Health Insurance	\$ 3,000	On-Campus Employment	\$ 0
TOTAL	\$ 54,500	TOTAL	\$ 55,004

REMARKS

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

SIGNATURE OF: Chau Tran, SEVIS Coordinator,
International Student & Scholar Office

DATE ISSUED: 28 February 2023

PLACE ISSUED: Charlotte, NC

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. **Parent or guardian, and student, must sign if student is under 18.**

SIGNATURE OF: Likitha Ginjupalli

DATE

NAME OF PARENT OR GUARDIAN SIGNATURE ADDRESS (city/state or province/country) DATE

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 501100

SEVIS ID: N0034675167

SURNAME/PRIMARY NAME Yarragunta	GIVEN NAME Narmada	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Narmada Yarragunta	PASSPORT NAME YARRAGUNTA NARMADA	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Chennaraopalem	DATE OF BIRTH 24 JULY 2001	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME Florida Atlantic University Boca Raton	SCHOOL ADDRESS Florida Atlantic University, 777 Glades Road, Boca Raton, FL 33431
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Ka-Kei Maggie Ng Coordinator, International Student Services	SCHOOL CODE AND APPROVAL DATE MIA214F00308000 03 SEPTEMBER 2002

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer and Information Sciences, General 11.0101	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 20 JULY 2023
START OF CLASSES 19 AUGUST 2023	PROGRAM START/END DATE 19 AUGUST 2023 - 05 AUGUST 2025	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 12 MONTHS		STUDENT'S FUNDING FOR: 12 MONTHS	
Tuition and Fees	\$ 18,483	Personal Funds	\$ 0
Living Expenses	\$ 24,046	Funds From This School	\$ 0
Expenses of Dependents (0)	\$ 0	Family Funds	\$ 45,385
Books, Supplies, and Mandatory Medical	\$ 2,856	On-Campus Employment	\$ 0
TOTAL	\$ 45,385	TOTAL	\$ 45,385

REMARKS

Student must comply with the mandatory insurance requirement prior to enrollment of courses. Student must complete check-in upon arrival and attend immigration orientation. International student information is available at <http://www.fau.edu/iss>

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X *Ka-Kei Maggie Ng* **DATE ISSUED** 26 June 2023 **PLACE ISSUED** Boca Raton, FL

SIGNATURE OF: Ka-Kei Maggie Ng, Coordinator,
International Student Services

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

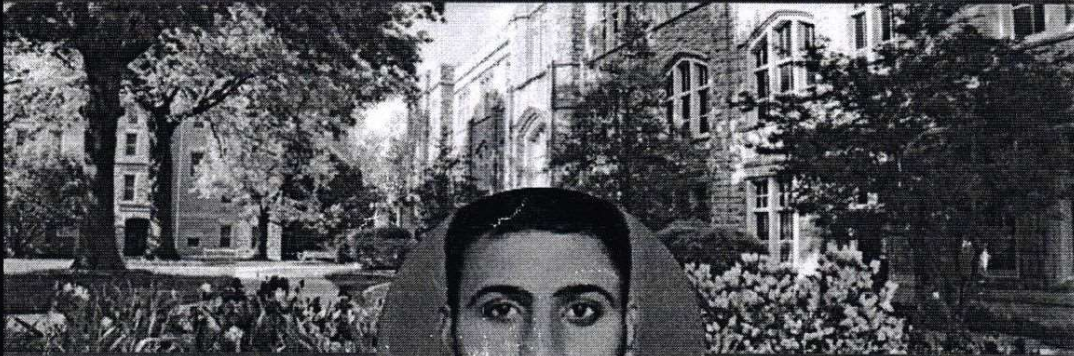
X

SIGNATURE OF: Narmada Yarragunta **DATE**

NAME OF PARENT OR GUARDIAN **SIGNATURE** **ADDRESS (city/state or province/country)** **DATE**



UNIVERSITY OF
CENTRAL
MISSOURI



Sandeep Tumu
Student



PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



**AUBURN UNIVERSITY
AT MONTGOMERY**

May 19, 2023

Nagasai, Mirthivada
India

Dear Nagasai, Mirthivada:

Upon reviewing your application for admission to Graduate School at Auburn University at Montgomery (AUM), I am pleased to inform you that you have been admitted into the MS in Management Information Systems program. You are required to submit your official transcript and diploma of a completed B.S. degree before the end of your first semester of enrollment. If you are unable to provide the documents by that time, you must contact your academic advisor before being allowed to register for future semesters.

Degree:	Master of Science
Major:	Management Information Systems
Student ID#	S00442515
Term:	Fall 2023

Please note, it is AUM's academic policy that all graduate students must maintain a 3.0 overall GPA to continue their enrollment in the program.

Check-in and International Student Orientation for all new international students **will be held on August 9th, 10th, and 11th, 2023. It is mandatory for all incoming AUM international students.** Fall 2023 classes begin August 16th, 2023.

Please contact Ms. CurTara Peterson, Academic Advisor/Outreach Coordinator, at cpeters3@aum.edu if you have any questions concerning the MSMIS Program. You should be pleased to know that the business programs offered by the College of Business at Auburn University Montgomery are accredited by the Association for the Advancement of Collegiate Schools of Business International (AACSB).

Choosing Auburn University at Montgomery means engaging in challenging academic pursuits and exploring opportunities that will prepare you for your future—any future you can imagine. You will do this in one of the world's greatest cities, full of opportunities to enjoy culture, sports, the arts, and great food.

I am delighted you have chosen AUM to pursue your graduate education and hope you find your graduate work both enjoyable and profitable. On behalf of our faculty and staff, I look forward to welcoming you as a member of the AUM family.

Sincerely,

Dr. Matthew Ragland
Associate Provost for Graduate Studies and Faculty Services

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521180



**AUBURN UNIVERSITY
AT MONTGOMERY**

May 19, 2023

Nagasai, Mirthivada
Program: Management Information Systems, MS

Congratulations! Based on your academic achievements, I am pleased to award you the *International Graduate Focus Scholarship* at Auburn University at Montgomery (AUM) for the 2023-2024 academic year. This is an outstanding accomplishment for which you deserve the highest commendation.

The *International Graduate Focus Scholarship* is an award totaling up to \$10,000 paid in increments of \$2,500 per semester for the length of your program.

Your scholarship will begin in **Fall 2023**. Your scholarship will be renewed automatically if you maintain good academic standing.

**Please note: Those receiving athletic waivers/scholarships, graduate assistantships, or any other tuition waivers will not qualify for this award.*

Again, congratulations on your selection as an *International Graduate Focus Scholarship* recipient. If you need additional information or assistance, please contact the Office of Global Initiatives at global@aum.edu.

Welcome to the AUM family!

Sincerely,

Sameer Pande, Ph.D.
Associate Provost for Enrollment Management and Student Success
Auburn University at Montgomery

PRINCIPAL
DVR & Dr. HS MIC College of Technolog
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

AUBURN UNIVERSITY AT MONTGOMERY | Office of Global Initiatives
P.O. Box 244023 | Montgomery, AL 36124-4023 | Telephone: 334-244-3375
www.aum.edu

SEVIS ID: N0033728944

SURNAME/PRIMARY NAME Kanagala	GIVEN NAME Vijay	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH	DATE OF BIRTH 07 MARCH 2000	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME University of Bridgeport University of Bridgeport	SCHOOL ADDRESS International Center for Students and Scholars, 126 Park Ave., G-level, Bridgeport, CT 06604
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Mariel Beteta International Admissions Officer	SCHOOL CODE AND APPROVAL DATE BOS214F10145000 02 JANUARY 2003

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Mechanical Engineering 14.1901	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 04 DECEMBER 2022
START OF CLASSES 09 JANUARY 2023	PROGRAM START/END DATE 03 JANUARY 2023 - 01 JANUARY 2025	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 22,060	Personal Funds	\$ 37,600
Living Expenses	\$ 16,350	Academic Merit Award;	\$ 3,000
Expenses of Dependents (0)	\$ 0	Funds From Another Source	\$
7d Insurance	\$ 2,190	On-Campus Employment	\$
TOTAL	\$ 40,600	TOTAL	\$ 40,600

REMARKS

Semester costs are due at registration. Expect a 3-5% increase in costs. I-20 issued and signed electronically due to COVID-19 per SEVP guidance.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

SIGNATURE OF: Mariel Beteta, International Admissions Officer
DATE ISSUED: 08 November 2022
PLACE ISSUED: Bridgeport, CT

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

SIGNATURE OF: Vijay Kanagala
DATE: _____

NAME OF PARENT OR GUARDIAN: _____ **SIGNATURE:** _____ **ADDRESS (city/state or province/country):** _____ **DATE:** _____


PRINCIPAL
OVR & Dr. HS MIC College of Technology,
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23
ME

SEVIS ID: N0033321496

SURNAME/PRIMARY NAME Narisetty	GIVEN NAME Anirudh Kumar	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Anirudh Kumar Narisetty	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH MANGALAGIRI	DATE OF BIRTH 25 MAY 1998	
FORM ISSUE REASON CONTINUED ATTENDANCE	ADMISSION NUMBER 489859866A3	

SCHOOL INFORMATION

SCHOOL NAME University of Illinois Springfield University of Illinois Springfield	SCHOOL ADDRESS One University Plaza, Springfield, IL 62703
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Tracy Rakes Immigration Specialist	SCHOOL CODE AND APPROVAL DATE CHI214F06390000 28 JANUARY 2003

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer Systems Analysis/Analyst 11.0501	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 18 JULY 2022
START OF CLASSES 19 AUGUST 2022	PROGRAM START/END DATE 17 AUGUST 2022 - 16 DECEMBER 2023	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 12 MONTHS		STUDENT'S FUNDING FOR: 12 MONTHS	
Tuition and Fees	\$ 22,200	Personal Funds	\$ 0
Living Expenses	\$ 9,700	Funds From This School	\$
Expenses of Dependents (0)	\$	Family	\$ 35,000
Insurance/Transportation/Books	\$ 3,100	On-Campus Employment	\$
TOTAL	\$ 35,000	TOTAL	\$ 35,000

REMARKS

Student has met the academic year requirement and seeks practical training in his field of study.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

Tracy Rakes **DATE ISSUED** 29 September 2023 **PLACE ISSUED** Springfield, IL

SIGNATURE OF: Tracy Rakes, Immigration Specialist

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

SIGNATURE OF: Anirudh Kumar Narisetty **DATE**

NAME OF PARENT OR GUARDIAN **SIGNATURE** **ADDRESS (city/state or province/country)** **DATE**

Contact

vyshuakj@gmail.com

www.linkedin.com/in/vyshnavi-priya-tummalagunta-a39aa21ba
(LinkedIn)

Top Skills

Video Conferencing

Troubleshooting

Technical Documentation

Vyshnavi Priya Tummalagunta

Student at Lakehead University
Canada

Education

Lakehead University

Master's degree, Computer Science · (September 2022)

Devineni Venkata Ramana & Dr. Hima Sekhar MIC College of
Technology

Bachelor of Technology - BTech, Computer Science · (2016 - 2020)



PRINCIPAL
JVR & Dr. HS MIC College of Technology,
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



**WICHITA STATE
UNIVERSITY**
GRADUATE SCHOOL

Teja Sai Vinay Bukka
2-43/1, Cheruvu Bazar, Jaggaiahpet
Krishna, Andhra Pradesh 521175
India

Dear Teja Sai Vinay,

Your application for admission to Graduate School has been reviewed. I am pleased to inform you that you have been admitted to the Master of Science in Management Science and Supply Chain Management program effective for the Fall 2023 semester.

Your admission status in this program is Full Standing. Please refer to our website [here](#) for more information about your admission level. In order for your admission to remain valid, you must enroll and complete at least one course as a graduate student within one calendar year of the effective semester of admission. Please note: Any transcripts or test scores used to evaluate you for admission were considered unofficial if uploaded along with your application. You will be required to submit official transcripts from schools where you obtained a degree and, *if applicable*, any school where you have taken graduate credit. You will also need to send official test scores to WSU. These items will be due by the 20th day of class for the semester you are admitted.

- It is important to contact your advisor as necessary regarding course selection, program requirements, and admission status. You have been assigned Mehmet Barut as your advisor. You can reach your advisor at mehmet.barut@wichita.edu or 316-978-6967.
- Although you should meet regularly with your advisor, as a graduate student, you will be expected to take responsibility for your individual program of study. You will find the Graduate Catalog to be an important source of information in this regard. In order to assist with your progress toward earning your degree, I encourage you to refer to the Graduate Catalog online at www.wichita.edu/catalog.
- You have been classified as a International Non-Resident for tuition purposes. If this information is incorrect, please contact the Registrar's Office at 316-978-3672, or visit their website at www.wichita.edu/residency. Please note: Online programs are resident neutral for tuition purposes.

Your student identification number is called your myWSU ID. Your myWSU ID is Z334H277. Activate it by going to [MyWSU](#), your student portal. You will then be able to log into the myWSU portal, where you can enroll in courses, access your WSU email account, pay tuition/fees, and view your financial aid award status. Welcome to your new program!

Sincerely,

Dr. Coleen Pugh
Dean of the Graduate School


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.

WICHITA STATE UNIVERSITY | Graduate School | 1845 Fairmount Street | Wichita, Kansas 67260-0004
tele: (316) 978-3095 | fax: (316) 978-3253 | web: www.wichita.edu/gradschool



Ganesh Manikanta Sanchi
2-3 Factory Centre
Factory Centre Opp Nagarjuna School
Andhra Pradesh
Tiruvuru 521235
India

May 25, 2023

Provisional Admission

Dear Ganesh Manikanta Sanchi:

On behalf of the USF President, the USF Board of Trustees, and the faculty, staff, and students of the University of South Florida CONGRATULATIONS on your official admission to the University of South Florida Tampa Campus. We welcome you to the Master of Science degree program in Business Analytics and Information Systems for the Fall 2023 semester. Based on our most current information, your residency classification for tuition purposes is Non-Florida Resident, International.

For information about Florida residency, New Graduate Orientation, and to learn about the next steps to enroll as a graduate student, please visit Admitted Graduate Students Checklist webpage at admissions.usf.edu/grad-checklist.

You have been provisionally admitted because we are missing the following item(s). To remove the provisional status, please submit the following as soon as possible, and no later than the end of your first semester of enrollment:

Final Official College Transcript with Bachelors degree India (All Col)
Diploma/Grad Certificate Awarded or Provisional

Also, international students must complete the immigration check-in process. As an international student, you will receive an email with details on how to access iStart, the university's system for immigration documents and tasks.

Again, I congratulate you on your admission to the University of South Florida. I wish you every success in your pursuit of academic excellence.

Sincerely,

Sean Gilmore
Interim Director of Admissions

Reference: Sanchi, Ganesh Manikanta, U68210930, GR-BU-MS-BAI, 202308, 1, T, INTL

OFFICE OF ADMISSIONS

University of South Florida | 4202 E Fowler Avenue, SVC 1036 | Tampa, FL 33620-4301
813-974-3350 | admissions.usf.edu


PRINCIPAL
OVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Di.
Andhra Pradesh, India - Pin: 521180

22/05/23

ME



University of New Haven

April 04, 2023

Dilipkumar Badugu
Water Tank(Street),Krishna(District)
Nandigama, Andhra Pradesh 521185
India

Congratulations, Dilipkumar!

On behalf of President Steven H. Kaplan and our family of over 60,000 alumni, I am delighted to inform you that you have been accepted into our **Mechanical Engineering, MS** program for the **Fall 2023** term.

At the University of New Haven, we are confident you will have an exceptional graduate experience and will build a strong network necessary for success in today's highly competitive world. Our rigorous academic programs and dedicated faculty will assist you in fulfilling your career goals and will set you on the path to professional growth.

We are guided by the following core values as they are the foundational elements of our culture and how we approach issues and make decisions essential to advancing the University of New Haven Mission.

- **Student Centered:** We place their success at the center of our decisions and activities to cultivate their full potential academically and personally.
- **Engaged and Inclusive Community:** We foster and celebrate diversity, inclusion, equity and access and strive for continuous improvement of these.
- **Impactful Education:** We intentionally engage our students in experiential education to prepare them for purposeful and fulfilling lives in a global society.

To begin the process of enrolling at the University of New Haven, please complete your offer reply form within your Accepted Student Portal by April 19, 2023. Once you have received your F-1 visa (passport stamped by the US Embassy), you will need to pay an enrollment deposit of \$500 to ensure your seat is confirmed for your program. The enrollment deposit is \$500 for students living off campus or \$700 for students looking for on-campus residential housing. An enrollment deposit is required for all graduate students who decide to attend the University of New Haven. Your acceptance is contingent upon the receipt of all final official documents and official test scores, if applicable.

We look forward to you joining our community and wish you every success in the future.

Sincerely,

Abigail Burkhardt
Director of International Admissions

PRINCIPAL
JVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Center for International Education Services
International Student Services Office

101 International Center
Memphis, Tennessee 38152-3590

Office: 901-678-5918
Fax: 901-678-4949

January 24, 2022

Dear Kartheek:

Please see attached your form I-20, which will be needed for any F-1 visa related processes, to include visa interview, crossing the U.S. Border, and check-in with your International Student Services Office at The University of Memphis. The I-20 serves as your official documentation of the invitation to attend school inside the U.S.

Our office is extremely pleased that you will be joining us at Memphis, and we remain committed to providing necessary information for students who are seeking to maintain compliance with the U.S. government's Student and Exchange Visitor Information System monitoring requirements. It is also our hope to guide students to the best offices, both on and off campus, for any student needs upon arrival or throughout the school year.

As we get closer to your first day of classes, I hope you peruse our online resources for new students. Our ISS web pages (see link below) contain information for new students, to include information about hiring paperwork if you have on-campus employment, social security number applications, mandatory health insurance for international students, driver license processing, and more.

As always, please contact us with any questions: TheWorld@memphis.edu and be sure to check our webpage for specific updates, international student programs, and other special announcements. <http://www.memphis.edu/iss/>

Best Regards,

Rebecca Laumann, M.Phil., J.D.
Executive Director, DSO



Hochschule Nordhausen - SSZ - Weinberghof 4 - 99734 Nordhausen

Pujari Gopal Kuruba
Pujari Gopal Kuruba
BC Colony, H.No 1-12
515871 Malyam

Nordhausen, 09.06.2023

Please store these documents carefully.

Edit by: Silke Umann

Phone: +49 3631 420 222

Fax: +49 3631 420 811

E-Mail: ssz@hs-nordhausen.de

your applicantnumber: 672

Englische unverbindliche Lesefassung - English non-binding version

Notice of admission for the Master's program Renewable Energy Systems (M.Eng.) in 1.FS for Wintersemester 2023

Hello Pujari Gopal Kuruba,

You have submitted a request to be admitted to study at Nordhausen University of Applied Sciences in winter semester 2023. I am pleased to inform you that you have been accepted to study the master's degree course in Renewable Energy Systems.

Your application was considered in the admission procedure for winter semester 2023/2024, and you have been accepted to study at Nordhausen University of Applied Sciences in winter semester 2023/2024. The admission is in accordance with the fourth amendment of the Study and Examination Regulations (Studien- und Prüfungsordnung) for the master's degree courses in the Department of Engineering at Nordhausen University of Applied Sciences from 24 October 2022, published in Official Bulletin no. 18/2022 of Nordhausen University of Applied Sciences. Admission is subject to the condition that you submit your APS certificate to the Study Service Centre by the day of enrolment/matriculation at Nordhausen University of Applied Sciences.


Please send us your passport number and the application date and application number of the Academic Evaluation Centre (APS) certificate via e-mail to ssz@hs-nordhausen.de.

Useful information on formalities after admission can be found in the checklist at <https://www.hs-nordhausen.de/en/international/come-in/formalities/>.

Information on living and studying in Nordhausen can be found here <https://www.hs-nordhausen.de/en/international/come-in/living-and-studying-in-nordhausen/>.

Please confirm the acceptance of your place at the university in your Application Portal by 15 August at the latest and subsequently use the option of online enrolment. After you have accepted your place in your Application Portal, you will receive further information on student accommodation in Nordhausen and on the start of your studies.

verificationnumber: aE8hsJ7n7Erp


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23
ME 1/2

SEVIS ID: N0034144200

SURNAME/PRIMARY NAME Ragi	GIVEN NAME Venkatesh	Class of Admission <h1>F-1</h1> ACADEMIC AND LANGUAGE
PREFERRED NAME Venkatesh Ragi	PASSPORT NAME Ragi Venkatesh	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Kammavari Palem	DATE OF BIRTH 03 OCTOBER 2000	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION	
SCHOOL NAME Lamar University Lamar University	SCHOOL ADDRESS PO Box 10078, Beaumont, TX 77710
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Ian Quinn Admissions Coordinator	SCHOOL CODE AND APPROVAL DATE HOU214F00143000 13 DECEMBER 2002

PROGRAM OF STUDY		
EDUCATION LEVEL MASTER'S	MAJOR 1 Industrial Engineering 14.3501	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 18 JULY 2023
START OF CLASSES 17 AUGUST 2023	PROGRAM START/END DATE 17 AUGUST 2023 - 20 MAY 2025	

FINANCIALS			
ESTIMATED AVERAGE COSTS FOR: 12 MONTHS		STUDENT'S FUNDING FOR: 12 MONTHS	
Tuition and Fees	\$ 15,698	Personal Funds	\$ 0
Living Expenses	\$ 9,980	Scholarship and Out-of-State tuition w	\$ 8,362
Expenses of Dependents (0)	\$ 0	Family	\$ 19,590
Books/Insurance/Supplies	\$ 2,274	On-Campus Employment	\$
TOTAL	\$ 27,952	TOTAL	\$ 27,952

REMARKS
L20592145. Student is required to attend International Orientation, and is required to carry Lamar University health insurance for the duration of study in the U.S.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

Ian Quinn **DATE ISSUED** 23 March 2023 **PLACE ISSUED** Beaumont, TX
SIGNATURE OF: Ian Quinn, Admissions Coordinator

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

SIGNATURE OF: Venkatesh Ragi **DATE** _____

NAME OF PARENT OR GUARDIAN **SIGNATURE** _____ **ADDRESS (city/state or province/country)** _____ **DATE** _____


PRINCIPAL
 OVR & Dr. HS MIC College of Technology ME
 Kanchikacherta, N.T.R. Dt.
 Andhra Pradesh, India - Pin: 521180



OFFICE OF ADMISSIONS

126 Park Avenue, Bridgeport, CT 06604

1.800.EXCEL.UB or 203.576.4552

Fax: 203.576.4552 E-mail: admit@bridgeport.edu

www.bridgeport.edu

September 3, 2022

Hemanth Kandula
4-200/2, Jagruthi Homes,
Near Venu Gopala Swamy Temple, Krishna
Gollapudi, Andhra Pradesh 521225
India

Student ID: 1178750

Dear Hemanth,

Congratulations on your admission to the University of Bridgeport's Mechanical Engineering (M.S.) program for the Spring 2023 semester! We applaud your commitment to your professional development and wish you success in reaching your educational and career goals.

To begin the I-20 process, please visit your application portal at bridgeport.edu/nextsteps and make sure you have uploaded the following documents needed to process your I-20:

1. Official Bank Statement, dated within the last 6 months
2. Passport Biographical Page
3. Affidavit of Financial Support - This can be completed online at bridgeport.edu/affidavit

All new students must report to campus on **January 3, 2023**. Classes for the Spring Session begin **January 9, 2023**. Please plan your travel accordingly to ensure your attendance.

Please note the following information:

- You must submit the following documents on or before your arrival date to campus:
 - * Official test scores required to secure your admission
 - * All final official transcripts/mark sheets and degree certificates from previous institutions attended
- Health Insurance enrollment through the University is automatic and mandatory.
- Tuition and fees are subject to change.

On behalf of the entire University of Bridgeport community, congratulations on this exciting accomplishment. We hope you choose to join us for the Spring 2023 semester. It is clear from your application you are excited for this challenge, strive for excellence and want to make a difference in the world.

Sincerely,

Allison Garris, Ed.D.
Dean of Admissions



UNIVERSITY OF
BRIDGEPORT

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180
22.03
ME

SEVIS ID: N0033581929

SURNAME/PRIMARY NAME Kandula	GIVEN NAME Hemanth	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH	DATE OF BIRTH 27 AUGUST 2000	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME University of Bridgeport University of Bridgeport	SCHOOL ADDRESS International Center for Students and Scholars, 126 Park Ave., G-level, Bridgeport, CT 06604
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Karla Lafferty International Admissions Officer	SCHOOL CODE AND APPROVAL DATE BOS214F10145000 02 JANUARY 2003

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Mechanical Engineering 14.1901	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 04 DECEMBER 2022
START OF CLASSES 09 JANUARY 2023	PROGRAM START/END DATE 03 JANUARY 2023 - 01 JANUARY 2025	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 22,060	Personal Funds	\$ 40,600
Living Expenses	\$ 16,350	Funds From This School	\$
Expenses of Dependents (0)	\$ 0	Funds From Another Source	\$
7d Insurance	\$ 2,190	On-Campus Employment	\$
TOTAL	\$ 40,600	TOTAL	\$ 40,600

REMARKS

Semester costs are due at registration. Expect a 3-5% increase in costs. I-20 issued and signed electronically due to COVID-19 per SEVP guidance.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

<input checked="" type="checkbox"/> <i>Karla Lafferty</i>	DATE ISSUED 23 September 2022	PLACE ISSUED Bridgeport, CT
SIGNATURE OF: Karla Lafferty, International Admissions Officer		

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

<input checked="" type="checkbox"/>	SIGNATURE OF: Hemanth Kandula	DATE
<input checked="" type="checkbox"/>	SIGNATURE	DATE
NAME OF PARENT OR GUARDIAN	SIGNATURE	ADDRESS (city/state or province/country)
		DATE

ME
PRINCIPAL
OVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt. 22-23
Andhra Pradesh, India - Pin: 521180

SEVIS ID: N0033218737

SURNAME/PRIMARY NAME Desu	GIVEN NAME Venkata Sai Jagadeesh Kumar	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Venkata Sai Jagadeesh Kumar Desu	PASSPORT NAME Desu Venkata Sai Jagadeesh Kumar	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH	DATE OF BIRTH 08 JULY 1998	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME Wilmington University Wilson Graduate Center	SCHOOL ADDRESS 31 Read's Way, New Castle, DE 19720
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL David Cimaricone Manager	SCHOOL CODE AND APPROVAL DATE PHI214F00138002 23 AUGUST 2002

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer and Information Systems Security/Auditing/Information Assurance 11.1003	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 02 JULY 2022
START OF CLASSES 29 AUGUST 2022	PROGRAM START/END DATE 01 AUGUST 2022 - 05 MAY 2024	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 11,550	Personal Funds	\$ 0
Living Expenses	\$ 11,000	Funds From This School	\$ 0
Expenses of Dependents (0)	\$ 0	Sister	\$ 63,275
Other	\$ 0	On-Campus Employment	\$
TOTAL	\$ 22,550	TOTAL	\$ 63,275

REMARKS

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

SIGNATURE OF <i>David Cimaricone</i>	DATE ISSUED 24 May 2022	PLACE ISSUED New Castle, DE
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STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

SIGNATURE OF: Venkata Sai Jagadeesh Kumar Desu	DATE
NAME OF PARENT OR GUARDIAN	SIGNATURE
ADDRESS (city/state or province/country)	DATE

HS
PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23
NE

SEVIS ID: N0032561366

SURNAME/PRIMARY NAME Avadhani	GIVEN NAME Bhuvana Manikanta Sai	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Bhuvana Manikanta Sai Avadhani	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH	DATE OF BIRTH 01 JANUARY 1998	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME University of New Haven University of New Haven	SCHOOL ADDRESS 300 Boston Post Road, West Haven, CT 06516
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Elisa Medina Coordinator of University Immigration Services	SCHOOL CODE AND APPROVAL DATE BOS214F10096000 16 JANUARY 2003

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Industrial Engineering 14.3501	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 24 JULY 2022
START OF CLASSES 29 AUGUST 2022	PROGRAM START/END DATE 23 AUGUST 2022 - 31 MAY 2024	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 12 MONTHS		STUDENT'S FUNDING FOR: 12 MONTHS	
Tuition and Fees	\$ 17,820	Personal Funds	\$ 0
Living Expenses	\$ 12,000	Funds From This School	\$
Expenses of Dependents (0)	\$	Family funds	\$ 32,025
Grad fees, Health Insurance, Books	\$ 2,205	On-Campus Employment	\$
TOTAL	\$ 32,025	TOTAL	\$ 32,025

REMARKS

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

SIGNATURE OF: Elisa Medina, Coordinator of University Immigration Services **DATE ISSUED:** 23 February 2022 **PLACE ISSUED:** West Haven, CT

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

SIGNATURE OF: Bhuvana Manikanta Sai Avadhani **DATE:** _____

NAME OF PARENT OR GUARDIAN: _____ **SIGNATURE:** _____ **ADDRESS (city/state or province/country):** _____ **DATE:** _____



College of Graduate Studies

May 18, 2023

2886408

Sai Reddy Dharmavarapu
H.no8-1409,DSR Granites Marrichetlapalem
Prakasam 523253

Dear Sai Reddy,

Congratulations! Thank you for applying through the Graduate Direct application process. On behalf of the College of Graduate Studies, I am pleased to inform you of your acceptance to Cleveland State University for the Fall 2023 Term. Our records show that your intended program of study is M.S. Mechanical Engineering.

We are confident that your academic background and unique experiences will contribute to our diverse graduate student community and tradition for academic excellence. Furthermore, we believe that you are the type of motivated student that will thrive in Cleveland State University's engaged learning environment.

Along with this letter you will receive information on next steps: your visa document and instructions, health insurance requirements, and the academic calendar, among other important information. In addition, read about your options for housing and meal plans, instructions to arrange for airport pick-up, and details about the upcoming orientation program that you will attend. Please also prepare your official transcripts for presentation upon arrival.

Cleveland State Global offers a variety of support services for international students designed to help you prepare for your arrival and acclimate to your new life on campus at Cleveland State University. Student support services include visa interview preparation, assistance with your year-one course selection, advising, and pre-arrival support. You will have access to signature student experiences including airport pick-up, cultural events, and career and internship preparation. All students participate in student orientation, and our dedicated advisors are available to assist you with flexible course selection and registration.

As you continue to move forward with the next phase in your educational career, we are here to help you and to answer any questions you may have about Cleveland State University. Please contact us at admissions@clevelandstateglobal.org.

Cleveland State University is the university of choice for talented students who are intellectually curious, serious about their studies, and intent on advancing their lives through higher education. I believe that you will find your program of study challenging and rewarding and look forward to seeing you on campus very soon.

Again, I offer the warmest congratulations on your admission. On behalf of the College of Graduate Studies, I welcome you to Cleveland State University!

Sincerely,

Meredith Bond, Ph.D.
Interim Dean, College of Graduate Studies
Interim VP, Research and Innovation

letter: 05/18/2023

PRINCIPAL
JVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

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22-23
MC

UNIVERSITY OF CENTRAL MISSOURI

LEARNING TO A GREATER DEGREE

Mar 03, 2023

Sahlth Naga Sai Uppala
15-66/6, F.No:107, Whisper Meadows, Prabhunagar,
Poranki
Vijayawada Andhra Pradesh
India 521137

Your Student ID Number: 700755470

Dear Sahlth Naga Sai,

Congratulations! We are pleased to admit you to the M.S. degree program in Industrial Management at the University of Central Missouri for the fall 2023 semester. You have been granted regular admission which means you have satisfied the University of Central Missouri's minimum English proficiency requirement. This program will be located at the Warrensburg Main Campus: KAN214F00100000.

Classes begin on August 14, 2023. A mandatory orientation will be held during the week of August 7, 2023 that you must attend in order to enroll. You will receive additional emails about orientation, arrival expectations, and other useful information to help you as you plan for your arrival to UCM.

Reminder – Prior to the start of the semester, all final official transcripts (evaluations) that meet GPA requirements, from all college/post-secondary institutions attended must be submitted. Additional testing may be required upon arrival.

Please include your student ID number in all future contact with this office. If you have any questions after reading through the material, please contact us at iss@ucmo.edu or by phone at (660) 543-4092. We wish you well as you begin your journey to the University of Central Missouri.

Regards,

Ashley Caldwell

Ashley Caldwell
Designated School Official
University of Central Missouri

Equal Education and Employment Opportunity


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521180

Department of Homeland Security
U.S. Immigration and Customs Enforcement

I-20, Certificate of Eligibility for Nonimmigrant Student Status
OMB NO. 1653-0038

SEVIS ID: N0034188379

SURNAME/PRIMARY NAME Gatti	GIVEN NAME Sai Tarun	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Sai Tarun Gatti	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH	DATE OF BIRTH 14 FEBRUARY 2001	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION	
SCHOOL NAME Gannon University Gannon University	SCHOOL ADDRESS 109 University Square, Erie, PA 16581
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Adele Gross Application Processor	SCHOOL CODE AND APPROVAL DATE PHI214E0228004 16 JANUARY 2023

PROGRAM OF STUDY		
EDUCATION LEVEL MASTER'S	MAJOR 1 Information Technology 11.0103	MAJOR 2 None
PROGRAM ENGLISH PROFICIENCY Not Required	ENGLISH PROFICIENCY NOTES ON-CAMPUS ESL WILL BE PROVIDED IF NEEDED.	EARLIEST ADMISSION DATE 21 JULY 2023
START OF CLASSES 23 AUGUST 2023	PROGRAM START/END DATE 23 AUGUST 2023 - 10 MAY 2025	

FINANCIALS	
ESTIMATED AVERAGE COSTS FOR: 9 MONTHS	STUDENT'S FUNDING FOR: 9 MONTHS
Tuition and Fees \$ 22,360	Personal Family \$ 53,694
Living Expenses \$ 7,000	INTERNATIONAL AWARD \$ 3,000
Expense of Dependents (0)	family \$ 53,694
Books and Health Insurance \$ 1,180	On-Campus Employment \$
TOTAL \$ 30,540	TOTAL \$ 56,694

REMARKS

THE GRE/GMAT TEST IS NOT REQUIRED FOR ADMISSION PER INDUSTRY AND PROJECT BASED REQUIREMENTS; STUDENT HAS RECEIVED AN INTERNATIONAL AWARD OF \$1,500.00 TO BE DEDUCTED FROM TUITION AND FEES PER SEMESTER REGISTERED FOR EACH SEMESTER OF FULL-TIME ENROLLMENT.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official in the above school and am authorized to issue this form.

SIGNATURE OF: Adele Gross, Application Processor **DATE ISSUED:** 31 March 2023 **PLACE ISSUED:** Erie, PA

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

SIGNATURE OF: Sai Tarun Gatti **DATE:**

NAME OF PARENT OR GUARDIAN: **SIGNATURE:** **ADDRESS (city/state or province/country):** **DATE:**

AM
PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

SEVIS ID: N0034188379 (F-1)
EMPLOYMENT AUTHORIZATIONS

NAME: Sai Tarun Gatti

CHANGE OF STATUS/CAP-GAP EXTENSION

AUTHORIZED REDUCED COURSE LOAD

CURRENT SESSION DATES

CURRENT SESSION START DATE

CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

INSTRUCTIONS TO STUDENTS

STUDENT ATTESTATION. You should read everything on this page carefully. Be sure that you understand the terms and conditions concerning your admission and stay in the United States as a nonimmigrant student before signing the student attestation on page 1 of the Form I-20 A-B. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

FORM I-20. The Form I-20 (this form) is the primary document to show that you have been admitted to school in the United States and that you are authorized to apply for admission to the United States in F-1 class of admission. You must have your Form I-20 with you at all times. If you lose your Form I-20, you must request a new one from your designated school official (DSO) at the school named on your Form I-20.

VISA APPLICATION. You must give this Form I-20 to the U.S. consular officer at the time you apply for a visa (unless you are exempt from visa requirements). If you have a Form I-20 from more than one school, be sure to present the Form I-20 for the school you plan to attend. Your visa will include the name of that school, and you must attend that school upon entering the United States. You must also provide evidence of support for tuition and fees and living expenses while you are in the United States.

ADMISSION. When you enter the United States, you must present the following documents to the officer at the port of entry: 1) a Form I-20; 2) a valid F-1 visa (unless you are exempt from visa requirements); 3) a valid passport; and 4) evidence of support for tuition and fees and living expenses while you are in the United States. The agent should return all documents to you before you leave the inspection area.

REPORT TO SCHOOL NAMED ON YOUR FORM I-20 AND VISA. Upon your first entry to the United States, you must report to the DSO at the school named on your Form I-20 and your F-1 visa (unless you are exempt from visa requirements). If you decide to attend another school before you enter the United States, you must present a Form I-20 from the new school to a U.S. consular officer for a new F-1 visa that names the new school. Failure to enroll in the school, by the program start date on your Form I-20 may result in the loss of your student status and subject you to deportation.

EMPLOYMENT. Unlawful employment in the United States is a reason for terminating your F-1 status and deporting you from the United States. You may be employed on campus at your school. You may be employed off-campus in curricular practical training (CPT) if you have written permission from your DSO. You may apply to U.S. Citizenship and Immigration Services (USCIS) for off-campus employment authorization in three circumstances: 1) employment with an international organization; 2) severe and unexpected economic hardship; and 3) optional practical training (OPT) related to your degree. You must have written authorization from USCIS before you begin work. Contact your DSO for details. Your spouse or child (F-2 classification) may not work in the United States.

PERIOD OF STAY. You may remain in the United States while taking a full course of study or during authorized employment after your program. F-1 status ends and you are required to leave the United States on the earliest of the following dates: 1) the program end date on your Form I-20 plus 60 days; 2) the end date of your OPT plus 60 days; or 3) the termination of your program for any other reason. Contact your DSO for details.

EXTENSION OF PROGRAM. If you cannot complete the education program by the program end date on page 1 of your Form I-20, you should contact your DSO at least 15 days before the program end date to request an extension.

SCHOOL TRANSFER. To transfer schools, first notify the DSO at the school you are attending of your plan to transfer, then obtain a Form I-20 from the DSO at the school you plan to attend. Return the Form I-20 for the new school to the DSO at that school within 15 days after beginning attendance at the new school. The DSO will then report the transfer to the Department of Homeland Security (DHS). You must enroll in the new school at the next session start date. The DSO at the new school must update your registration in SEVIS.

NOTICE OF ADDRESS. When you arrive in the United States, you must report your U.S. address to your DSO. If you move, you must notify your DSO of your new address within 10 days of the change of address. The DSO will update SEVIS with your new address.

REENTRY. F-1 students may leave the United States and return within a period of five months. To return, you must have: 1) a valid passport; 2) a valid F-1 student visa (unless you are exempt from visa requirements); and 3) your Form I-20, page 2, properly endorsed for reentry by your DSO. If you have been out of the United States for more than five months, contact your DSO.

AUTHORIZATION TO RELEASE INFORMATION BY SCHOOL. DHS requires your school to provide DHS with your name, country of birth, current address, immigration status, and certain other information on a regular basis or upon request. Your signature on the Form I-20 authorizes the named school to release such information from your records.

PENALTY. To maintain your nonimmigrant student status, you must: 1) remain a full-time student at your authorized school; 2) engage only in authorized employment; and 3) keep your passport valid. Failure to comply with these regulations will result in the loss of your student status and subject you to deportation.

INSTRUCTIONS TO SCHOOLS

Failure to comply with 8 CFR 214.3(k) and 8 CFR 214.4 when issuing Forms I-20 will subject you and your school to criminal prosecution. If you issue this form improperly, provide false information, or fail to submit required reports, DHS may withdraw its certification of your school for attendance by nonimmigrant students.

ISSUANCE OF FORM I-20. DSOs may issue a Form I-20 for any nonimmigrant your school has accepted for a full course of study if that person: 1) plans to apply to enter the United States in F-1 status; 2) is in the United States as an F-1 nonimmigrant and plans to transfer to your school; or 3) is in the United States and will apply to change nonimmigrant status to F-1. DSOs may also issue the Form I-20 to the spouse or child (under the age of 21) of an F-1 student to use to enter or remain in the United States as an F-2 dependent. DSOs must sign where indicated at the bottom of page 1 of the Form I-20 to attest that the form is completed and issued in accordance with regulations.

ENDORSEMENT OF PAGE 2 FOR REENTRY. If there have been no substantive changes in information, DSOs may endorse page 2 of the Form I-20 for the student and/or the F-2 dependents to reenter the United States. If there have been substantive changes, the DSO should issue and sign a new Form I-20 that includes those changes.

RECORDKEEPING. DHS may request information concerning the student's immigration status for various reasons. DSOs should retain all evidence of academic ability and financial resources on which admission was based, until SEVIS shows the student's record completed or terminated.

AUTHORITY FOR COLLECTING INFORMATION. Authority for collecting the information on this and related student forms is contained in 8 U.S.C. 1101 and 1184. The Department of State and DHS use this information to determine eligibility for the benefits requested. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

REPORTING BURDEN. U.S. Immigration and Customs Enforcement collects this information as part of its agency mission under the Department of Homeland Security. The estimated average time to review the instructions, search existing data sources, gather and maintain the needed data, and complete and review the collection of information is 30 minutes (.50 hours) per response. An agency may not conduct or sponsor, and a person is not required to respond to an information collection unless a form displays a currently valid OMB Control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: Office of the Chief Information Officer/Forms Management Branch, U.S. Immigration and Customs Enforcement, 801 I Street NW Stop 5800, Washington, DC 20536-5800. Do not send the form to this address.



Office of Global Admissions and Outreach
109 University Square
Erie, Pennsylvania 16541-0001
(814) 871.7480 • fax (814) 871.4679
www.gannon.edu

March 28, 2023

Sai Tarun Gatti
520013
Vijayawada , INDIA
Gannon University Student ID# 3190871

Dear Sai Tarun,

On behalf of the Gannon community, please accept my congratulations on your acceptance into the MS in Computer and Information Science - major in Information Tech program for the Fall 2023 semester at Gannon University. The semester begins on August 23, 2023. Our commitment to you includes an award of \$1,500 toward your tuition fees, per semester when registered for full time enrollment. Awards cannot be applied to English language training. If awarded an athletic award, a student may select either an academic or athletic award.

As part of your acceptance, you are required to take the following foundation course(s): GCIS506, GCIS508, GCIS580, GCIS581, within the first year, earning a B or better. You are required to present the following official documents, prior to your arrival or upon arrival, failure to do so may result in your inability to register for classes - Official college or university transcript(s) - Official university certificate of completion

Should you decided to attend another university after the visa is approved, you must reapply for the visa through the new school before departing to the USA, in accordance with federal regulation 8 CFR 214.2(f)(1)(i)(C). For additional information, please refer to page 3 of your Form I-20. Please contact our Admissions Office at global@gannon.edu if you have any questions or concerns.

Questions relating to your program, requirements, and the scheduling of classes can be directed to:
Dr. Joshua Chibuike Nwokeji
814-871-7185
nwokeji001@gannon.edu

Your SEVIS Form I-20 or DS-2019 is enclosed. Please take this form and financial documents with you to your appointment at the U.S. Consulate. This form is needed to secure your F-1 or J-1 visa. *Do not misplace this document.* You will also need to show this form along with your F-1 or J-1 visa and financial documents to the United States Citizenship and Immigration Services (USCIS) at the port of entry when entering the United States.

We look forward to your inclusion in the Gannon community!
Sincerely,


Dr. George T. Sipos
Executive Director of Global Enrollment & Engagement
Gannon University

P.S. The accompanying Addendum includes important information regarding your transition to Gannon. Please be sure to read it thoroughly; do not hesitate to ask any questions as needed.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

19-501

Department of Homeland Security
U.S. Immigration and Customs Enforcement

I-20, Certificate of Eligibility for Nonimmigrant Student Status
OMB NO. 1653-0038

SEVIS ID: N0034548159

SURNAME/PRIMARY NAME Vasantha	GIVEN NAME Dhanya Sri	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Dhanya Sri Vasantha	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Vijayawada	DATE OF BIRTH 26 AUGUST 2002	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME George Mason University Fairfax	SCHOOL ADDRESS 4400 University Drive - MSN 4C3, Fairfax, VA 22030
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Jiuk Choi Immigration Specialist	SCHOOL CODE AND APPROVAL DATE WAS214F00693000 22 JANUARY 2003

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Data Modeling/Warehousing and Database Administration 11.0802	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 15 JULY 2023
START OF CLASSES 21 AUGUST 2023	PROGRAM START/END DATE 14 AUGUST 2023 - 31 DECEMBER 2025	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 12 MONTHS		STUDENT'S FUNDING FOR: 12 MONTHS	
Tuition and Fees	\$ 29,682	Personal Funds	\$
Living Expenses	\$ 33,664	Funds From This School	\$
Expenses of Dependents (0)	\$	Family Funds ...	\$ 67,066
Required Health Insurance	\$ 3,700	On-Campus Employment	\$
TOTAL	\$ 67,066	TOTAL	\$ 67,066

REMARKS

George Mason University offers courses which allow students to maintain their F-1 status in the United States, both in mode of instruction and in full-time enrollment. Cost are estimates only and are subject to change. Student must check-in at the OIPS and attend orientation at the beginning of the first semester.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 C.F.R. 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

<input checked="" type="checkbox"/> SIGNATURE OF: Jiuk Choi, Immigration Specialist	DATE ISSUED 27 May 2023	PLACE ISSUED Fairfax, VA
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STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

<input checked="" type="checkbox"/> SIGNATURE OF: Dhanya Sri Vasantha	DATE
NAME OF PARENT OR GUARDIAN	SIGNATURE
ADDRESS (city/state or province/country)	DATE

SEVIS ID: N0034548159 (F-1)

NAME: Dhanya Sri Vasantha

EMPLOYMENT AUTHORIZATIONS

CHANGE OF STATUS/CAP-GAP EXTENSION

AUTHORIZED REDUCED COURSE LOAD

CURRENT SESSION DATES

CURRENT SESSION START DATE

CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

INSTRUCTIONS TO STUDENTS

STUDENT ATTESTATION. You should read everything on this page carefully. Be sure that you understand the terms and conditions concerning your admission and stay in the United States as a nonimmigrant student before signing the student attestation on page 1 of the Form I-20 A-B. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

FORM I-20. The Form I-20 (this form) is the primary document to show that you have been admitted to school in the United States and that you are authorized to apply for admission to the United States in F-1 class of admission. You must have your Form I-20 with you at all times. If you lose your Form I-20, you must request a new one from your designated school official (DSO) at the school named on your Form I-20.

VISA APPLICATION. You must give this Form I-20 to the U.S. consular officer at the time you apply for a visa (unless you are exempt from visa requirements). If you have a Form I-20 from more than one school, be sure to present the Form I-20 for the school you plan to attend. Your visa will include the name of that school, and you must attend that school upon entering the United States. You must also provide evidence of support for tuition and fees and living expenses while you are in the United States.

ADMISSION. When you enter the United States, you must present the following documents to the officer at the port of entry: 1) a Form I-20; 2) a valid F-1 visa (unless you are exempt from visa requirements); 3) a valid passport; and 4) evidence of support for tuition and fees and living expenses while you are in the United States. The agent should return all documents to you before you leave the inspection area.

REPORT TO SCHOOL NAMED ON YOUR FORM I-20 AND VISA. Upon your first entry to the United States, you must report to the DSO at the school named on your Form I-20 and your F-1 visa (unless you are exempt from visa requirements). If you decide to attend another school before you enter the United States, you must present a Form I-20 from the new school to a U.S. consular officer for a new F-1 visa that names the new school. Failure to enroll in the school, by the program start date on your Form I-20 may result in the loss of your student status and subject you to deportation.

EMPLOYMENT. Unlawful employment in the United States is a reason for terminating your F-1 status and deporting you from the United States. You may be employed on campus at your school. You may be employed off-campus in curricular practical training (CPT) if you have written permission from your DSO. You may apply to U.S. Citizenship and Immigration Services (USCIS) for off-campus employment authorization in three circumstances: 1) employment with an international organization; 2) severe and unexpected economic hardship; and 3) optional practical training (OPT) related to your degree. You must have written authorization from USCIS before you begin work. Contact your DSO for details. Your spouse or child (F-2 classification) may not work in the United States.

PERIOD OF STAY. You may remain in the United States while taking a full course of study or during authorized employment after your program. F-1 status ends and you are required to leave the United States on the earliest of the following dates: 1) the program end date on your Form I-20 plus 60 days; 2) the end date of your OPT plus 60 days; or 3) the termination of your program for any other reason. Contact your DSO for details.

EXTENSION OF PROGRAM. If you cannot complete the education program by the program end date on page 1 of your Form I-20, you should contact your DSO at least 15 days before the program end date to request an extension.

SCHOOL TRANSFER. To transfer schools, first notify the DSO at the school you are attending of your plan to transfer, then obtain a Form I-20 from the DSO at the school you plan to attend. Return the Form I-20 for the new school to the DSO at that school within 15 days after beginning attendance at the new school. The DSO will then report the transfer to the Department of Homeland Security (DHS). You must enroll in the new school at the next session start date. The DSO at the new school must update your registration in SEVIS.

NOTICE OF ADDRESS. When you arrive in the United States, you must report your U.S. address to your DSO. If you move, you must notify your DSO of your new address within 10 days of the change of address. The DSO will update SEVIS with your new address.

REENTRY. F-1 students may leave the United States and return within a period of five months. To return, you must have: 1) a valid passport; 2) a valid F-1 student visa (unless you are exempt from visa requirements); and 3) your Form I-20, page 2, properly endorsed for reentry by your DSO. If you have been out of the United States for more than five months, contact your DSO.

AUTHORIZATION TO RELEASE INFORMATION BY SCHOOL. DHS requires your school to provide DHS with your name, country of birth, current address, immigration status, and certain other information on a regular basis or upon request. Your signature on the Form I-20 authorizes the named school to release such information from your records.

PENALTY. To maintain your nonimmigrant student status, you must: 1) remain a full-time student at your authorized school; 2) engage only in authorized employment; and 3) keep your passport valid. Failure to comply with these regulations will result in the loss of your student status and subject you to deportation.

INSTRUCTIONS TO SCHOOLS

Failure to comply with 8 CFR 214.3(k) and 8 CFR 214.4 when issuing Forms I-20 will subject you and your school to criminal prosecution. If you issue this form improperly, provide false information, or fail to submit required reports, DHS may withdraw its certification of your school for attendance by nonimmigrant students.

ISSUANCE OF FORM I-20. DSOs may issue a Form I-20 for any nonimmigrant your school has accepted for a full course of study if that person: 1) plans to apply to enter the United States in F-1 status; 2) is in the United States as an F-1 nonimmigrant and plans to transfer to your school; or 3) is in the United States and will apply to change nonimmigrant status to F-1. DSOs may also issue the Form I-20 to the spouse or child (under the age of 21) of an F-1 student to use to enter or remain in the United States as an F-2 dependent. DSOs must sign where indicated at the bottom of page 1 of the Form I-20 to attest that the form is completed and issued in accordance with regulations.

ENDORSEMENT OF PAGE 2 FOR REENTRY. If there have been no substantive changes in information, DSOs may endorse page 2 of the Form I-20 for the student and/or the F-2 dependents to reenter the United States. If there have been substantive changes, the DSO should issue and sign a new Form I-20 that includes those changes.

RECORDKEEPING. DHS may request information concerning the student's immigration status for various reasons. DSOs should retain all evidence of academic ability and financial resources on which admission was based, until SEVIS shows the student's record completed or terminated.

AUTHORITY FOR COLLECTING INFORMATION. Authority for collecting the information on this and related student forms is contained in 8 U.S.C. 1101 and 1184. The Department of State and DHS use this information to determine eligibility for the benefits requested. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

REPORTING BURDEN. U.S. Immigration and Customs Enforcement collects this information as part of its agency mission under the Department of Homeland Security. The estimated average time to review the instructions, search existing data sources, gather and maintain the needed data, and complete and review the collection of information is 30 minutes (.50 hours) per response. An agency may not conduct or sponsor, and a person is not required to respond to an information collection unless a form displays a currently valid OMB Control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: Office of the Chief Information Officer/Forms Management Branch, U.S. Immigration and Customs Enforcement, 301 1 Street NW Stop 5800, Washington, DC 20536-5800. Do not send the form to this address.

Department of Homeland Security
U.S. Immigration and Customs Enforcement

I-20, Certificate of Eligibility for Nonimmigrant Student Status.
OMB NO. 1653-0055

SEVIS ID: N0034281605

SURNAME/PRIMARY NAME Tumu	GIVEN NAME Sandeep	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Sandeep Tumu	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH vijayawada	DATE OF BIRTH 25 AUGUST 2000	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME UNIVERSITY OF CENTRAL MISSOURI Missouri Innovation Campus	SCHOOL ADDRESS 1101 Innovation Parkway, LEES SUMMIT, MO 64086
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Anna Ball Admissions and Student Support Coordinator	SCHOOL CODE AND APPROVAL DATE KAN214F00100001 17 JANUARY 2003

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer and Information Systems Security/Auditing/Information Assurance 11.1003	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 15 JULY 2023
START OF CLASSES 14 AUGUST 2023	PROGRAM START/END DATE 14 AUGUST 2023 - 31 MAY 2025	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 9,962	Personal Funds	\$ 0
Living Expenses	\$ 10,206	Funds From This School	\$
Expenses of Dependents (0)	\$ 0	Family	\$ 22,680
Health Insurance and additional Progra	\$ 2,512	On-Campus Employment	\$
TOTAL	\$ 22,680	TOTAL	\$ 22,680

REMARKS

Mandatory orientation for enrollment begins August 7, 2023.

SCHOOL ATTESTATION


I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X Anna Ball **DATE ISSUED** 24 April 2023 **PLACE ISSUED** LEES SUMMIT, MO
SIGNATURE OF: Anna Ball, Admissions and Student Support Coordinator

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X
SIGNATURE OF: Sandeep Tumu **DATE**
NAME OF PARENT OR GUARDIAN **SIGNATURE** **ADDRESS (city/state or province/country)** **DATE**


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh India - Pin: 521180

SEVIS ID: N0034281605 (F-1)

NAME: Sandeep Tumu

EMPLOYMENT AUTHORIZATIONS

CHANGE OF STATUS/CAP-GAP EXTENSION

AUTHORIZED REDUCED COURSE LOAD

CURRENT SESSION DATES

CURRENT SESSION START DATE

CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

17-1239 22-23 CSE

Department of Homeland Security
U.S. Immigration and Customs Enforcement

I-20, Certificate of Eligibility for Nonimmigrant Student Status
OMB NO. 1653-0038

SEVIS ID: N0033654207

SURNAME/PRIMARY NAME Polepalli	GIVEN NAME Padmaja	Class of Admission F-1 ACADEMIC AND LANGUAGE
PREFERRED NAME Padmaja Polepalli	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Nandigama, Andhra Pradesh	DATE OF BIRTH 16 JANUARY 2000	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

SCHOOL INFORMATION

SCHOOL NAME State University of New York (SUNY) SUNY Polytechnic Institute	SCHOOL ADDRESS 100 Seymour Road, Utica, NY 13502
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Tze Teck Sim Director of International Programs	SCHOOL CODE AND APPROVAL DATE BUF214F10259000 11 SEPTEMBER 2002

PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer and Information Sciences, General 11.0101	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 10 DECEMBER 2022
START OF CLASSES 17 JANUARY 2023	PROGRAM START/END DATE 09 JANUARY 2023 - 17 JANUARY 2025	

FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 18,578	Personal Funds	\$ 0
Living Expenses	\$ 6,300	Merit Scholarship	\$ 7,000
Expenses of Dependents (0)	\$ 0	Family Funding	\$ 28,645
Insurance, books	\$ 3,767	On-Campus Employment	\$ 0
TOTAL	\$ 28,645	TOTAL	\$ 35,645

REMARKS

The student has been awarded a Merit Scholarship of \$7,000 (or \$3,500 per semester up to a maximum of 4 semesters) based on the excellent academic credentials and recommendation letters.

SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualification meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated official of the above named school and am authorized to issue this form.

SIGNATURE OF: Tze Teck Sim, Director of International Programs DATE ISSUED: 18 October 2022 PLACE ISSUED: Utica, NY

STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X

SIGNATURE OF: Padmaja Polepalli DATE

NAME OF PARENT OR GUARDIAN SIGNATURE ADDRESS (city/state or province/country) DATE

CSP CONCORDIA ST. PAUL

Dear Prudhvi,

Congratulations!

We are happy to inform you that you have been accepted to the Information Technology Management program at Concordia University, St. Paul for the Fall 2023 semester.

Your acceptance is conditional based on maintaining a cumulative GPA of 2.0 or higher beginning with your first term at CSP. Please respond to all upcoming communication from your Academic Advisor to ensure you are successful in your courses and staying on track.

Now that you have been admitted, please finalize your enrollment by completing the next steps listed on the Accepted International Students website **before the deadline**. If enrollment steps are not finalized before the deadline, your seat may not be saved.

Keep watching your email as you will also be receiving your **student ID** in the **Network Account** email in the next few days.

As a student at CSP you will experience high quality academics, a diverse campus community, and an outstanding student-centered environment. We are grateful that you have chosen Concordia and can't wait to see you succeed!

Sincerely,



Michael Walcheski, Ph.D.
Associate Vice-President of Graduate Studies
Concordia University – Graduate School



PRINCIPAL
Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521180


23/2/24
ME

Recommendation Request from Meeravali Shaik for Florida Institute of Technology
1 message

Florida Tech <admission@fit.edu>
To: vinodaranjith@gmail.com

Wed, Dec 20, 2023 at 1:32 PM




PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23
CIVIL

Dear Mr. R:

Meeravali Shaik has requested that you write a letter of recommendation to Florida Institute of Technology for the **MS Civil Engineering** program.

In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

Please click here: <https://admissions.fit.edu/refer/?2737066366169912> to complete the recommendation.

Thank you for your time and consideration. Submitted recommendations are only viewable by application review committees.

Florida Institute of Technology

Contact Us



Florida Institute of Technology
150 W. University Blvd.
Melbourne, FL 32901
Email | (321) 674-8030

Rankings & Accolades
The Office of Title IX
Accreditation & Memberships
Notice of Non-Discrimination

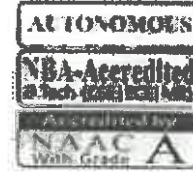
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Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



DVR & Dr HS
MIC College of Technology

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(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)
Kanchikacherla - 521160, N.T.R. Dist, A.P, India.
Phone: 08678 - 273222 / 94914 41799 / 73920 16824
E-mail: office@mictech.ac.in, Website: www.mictech.ac.in



Mr. R.Ranjith Kumar

Associate Professor,

Department of Mechanical Engineering,

Mail : vinodaranjith@gmail.com.

Letter of recommendation

Mr. Meeravali Shaik has been my student for the past three years. I have handled **MECHANICS OF SOLIDS & THEORY OF MACHINERY**. He is an intelligent and diligent student excelling in both academic work and co-curricular activities.

Mr. Meeravali Shaik is an extremely self-motivated student with sharp intellect. His enthusiasm in problem-solving and the ability to analyze ideas are peerless. Besides his regular course work, he has participated in various symposiums and technical seminars.

Mr. Meeravali Shaik is studious and very strong in his fundamentals. He has excellent command over English and apart-from being studious in his academic work, he is an enthusiastic participant in technical quizzes. He has an ability to rapidly grasp and perceive new concepts.


Mr. Meeravali Shaik research orientation and strong inclination towards his field of interest will help him make significant contributions to his field. A good wholesome personality coupled with leadership qualities will make him an asset to any team he may work with. His aplomb and alacrity wonderfully blended with suitability will be a great source of motivation for the members of the team he is in.

In view of the above qualities, I strongly recommend **Mr. Meeravali Shaik** for admission in your university for the graduate program with full financial assistance.

Sincerely,


(Mr. R. Ranjith Kumar)

Associate Professor
Mechanical Engineering Dept.,
D.V.R. & Dr. H.S. MIC College of Technology
Kanchikacherla, A.P.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dist.
Andhra Pradesh, India - Pin: 521160



HOD Civil <hodce@mictech.ac.in>

Please submit your recommendation

1 message

Northern Arizona University <help@applyweb.com>
To: hodce@mictech.ac.in

Fri, Dec 30, 2022 at 11:18 AM

Dear N.V,

Krishna Chaitanya Nelluri has requested that you submit a recommendation form on their behalf.

Note: This applicant has waived the right to view your recommendation.

Please go to the following web address to access the recommendation system. Returning users will be greeted by their name and asked to log in to their account. New users will be prompted to create an account by choosing a password before proceeding to the recommendation form.

<http://www.applyweb.com/lor?token=EHFkMlnFbATr5ne0S8EnXTFEpjHkgUJvK1672379270>

If you experience technical difficulty with the recommendation form, please follow this link to check the frequently asked questions or contact CollegeNET support:

https://www.applyweb.com/public/input?s=helprec&p=1&HELP_APP_CODE=NAUGLOR

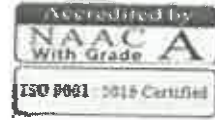
Thank you!


PRINCIPAL
JVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



22-11
6/11/16

DVR & Dr. HS
MIC College of Technology
AUTONOMOUS
(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)
Kanchikacherla-521180, NTR Dist. A.P, India.
Tel.No : 08678-273335/9491457799/7382616824
Website : www.mictech.edu.in



Mr. N V Subbarao M.E., (Ph.D)
Associate Professor & HOD
Department of Civil Engineering
Mobile: +91 9010818278
Email: hodce@mictech.ac.in

LETTER OF RECOMMENDATION

This letter is in support of Mr. Krishna Chaitanya Nelluri who is aspiring to pursue his masters in Civil Engineering at your venerated university. Being his Head of the Department, I know him very well for more than three years as an undergraduate student where I taught him "Concrete Technology, Surveying and Construction Technology & Management" and instructed him in the laboratories of Computer Aided Engineering and GIS & CAD. As his teacher I am convinced that he would be a true asset to your university.

In my interaction with him, I observed him to have strong fundamentals and analytical skills. He had conducted himself with good progression throughout his academic period and has always been punctual with his assignments. His pragmatic nature contributes by bringing a new perspective into discussions in class.

He is a good performer in non-academics as well taking an interest in arranging different projects/ occasions on our grounds. He worked as the organizer for our institution's technical fest where I have seen his adeptness to organizational and managerial skills.

All the above qualities coupled with his pleasing demeanor, adaptability and initiation have convinced me to rank him one of the best among all the students associated with me. I am convinced that he will scale the highest peaks in his field of interest. With the skill set that he possesses, I am sure that he will prove himself as an excellent student in academics and research as well. Thus, I am certain that he will bring laurels to your institution. Hence, I recommend his candidature for admission into the master's program.



N V SUBBARAO
Associate Professor & HOD

Associate Professor & Head
Department of Civil Engineering
Devineni Venkata Ramana & Dr. Hima Sekhar
MIC College of Technology
Kanchikacherla-521 180,
Krishna District, A.P, INDIA.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



HOD CIVIL <hodce@micttech.ac.in>

Please submit your recommendation

1 message

Northern Arizona University <help@applyweb.com>
To: hodce@micttech.ac.in

Tue, Aug 1, 2023 at 5:47 PM

Dear Subbarao,

Raja Gopal Velaga has requested that you submit a recommendation form on their behalf.

Note: This applicant has waived the right to view your recommendation.

Please go to the following web address to access the recommendation system. Returning users will be greeted by their name and asked to log in to their account. New users will be prompted to create an account by choosing a password before proceeding to the recommendation form.

<http://www.applyweb.com/lor?token=JAzBLUuuJb9ILShY7OSc7GbPuaVA1poAC1690892176>

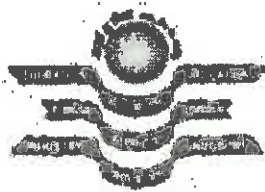
If you experience technical difficulty with the recommendation form, please follow this link to check the frequently asked questions or contact CollegeNET support:

https://www.applyweb.com/public/input?s=helprec&p=1&HELP_APP_CODE=NAUGLOR

Thank you!


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Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521160

22-23
CIVIL



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Kanchikacherla - 521180, NTR Dist., A.P. India.
Phones: 08676 - 273533 / 94814 57799 / 73826 16824
E-mail: office@micotech.ac.in, Website: www.micotech.edu.in



Mr. N V Subbarao
M.E., (Ph.D)
Associate Professor & HOD,
Department of Civil Engineering,
Mobile: +91 9010818278,
Email: hod_civ@micotech.ac.in

LETTER OF RECOMMENDATION

I am writing this letter in support of Mr. Velaga Raja Gopal - a Civil Engineering student at our college. During the 3-1, 3-2, and 4-1 semesters, he learned aspects of the Engineering Geology, Environmental Engineering - I, and Environmental Engineering - II, under my supervision and assistance. I have known him for a few years and find him to be a dedicated and hardworking student.

He is an exceptional student who achieves high grades as a consequence of his hard effort. He approached me on several occasions, attempting to understand every small detail of various design concepts. His motivation stood out among his peers because of his inquisitive intellect and pragmatic thinking.

Observing him up close, he is an intelligent and hard working student with a genuine desire to study. This inclination stems from his curious bent of mind and a nature for questioning. When addressed by fellow students, he has the capacity to communicate him self clearly which considerably boosts his expressiveness in resolving doubts. His intense enthusiasm perseverance and intellectual curiosity motivate him to become completely interested in and excel at his work.

Apart from academics, Mr. Velaga Raja Gopal participated passionately in the department's many co-curricular activities and also played an active role in national service scheme. Every year I see a few students who are extremely enthusiastic about their work and he is undoubtedly one of them.

In my unbiased opinion, he has a rich blend of discipline diligence required for a person who desires a career in graduate program. I recommend him to the masters program at your esteemed university with possible assistantship.

N V SUBBARAO

As Associate Professor & HOD
Department of Civil Engineering
District Srikalahasti Revenue & P. Works Section

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



HOD Civil <hodce@mlctech.ac.in>

Please submit your recommendation

1 message

Northern Arizona University <help@applyweb.com>
To: hodce@mlctech.ac.in

Thu, Feb 9, 2023 at 3:35 PM

Dear Subba Rao,

Tarun Teja Papolu has requested that you submit a recommendation form on their behalf.

Note: This applicant has waived the right to view your recommendation.

Please go to the following web address to access the recommendation system. Returning users will be greeted by their name and asked to log in to their account. New users will be prompted to create an account by choosing a password before proceeding to the recommendation form.

<http://www.applyweb.com/lor?token=vLKC0lgEfPlccSPgLPbztoZoeD2E8UqpR1675937038>

If you experience technical difficulty with the recommendation form, please follow this link to check the frequently asked questions or contact CollegeNET support:

https://www.applyweb.com/public/input?s=helprec&p=1&HELP_APP_CODE=NAUGLOR

Thank you!

22-23
CIVIL


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



DVR & Dr. HS
MIC College of Technology

ISO 9001:2015 Certified Institute
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Kanchikacherla - 521180, NTR Dist, A.P, India.
Phones: 08678 - 273535 / 94914 57799 / 73826 16824
E mail: office@mictech.ac.in, Website: www.mictech.edu.in



Monday, August30, 2022

Mr. N V Subba Rao M.E., (Ph.D)

Associate Professor & HOD

Department of Civil Engineering

Mobile: +91 9010818278

Email: hodce@mictech.ac.in

LETTER OF RECOMMENDATION

In my capacity as head of department of civil engineering, DVR & Dr. HS MIC College of Technology, kanchikacherla. I have known PAPOLU TARUNTEJA for the past three years. I taught him Wastewater Management, Environmental Engineering-II and Estimation, Specifications & Contracts in the sixth, seventh and eighth semester respectively.

During my association with TARUNTEJA PAPOLU, I found him to be promising and dedicated student with an analytical bent of mind. As Professor, I work with many students who have substantial knowledge of their students. Each year I notice that only a few outstanding students offer a unique perspective and make an earnest effort to embrace and carry forward what they have learnt in college. He is undoubtedly among them. He has been among the brightest student in class and has exhibited considerable interest in "Environmental Engineering" and "Estimation, specifications and contracts". He frequently discussed with me the interesting details related to the same. During these interactions with him I was happy to see that he had a good grasp in these subjects. I am sure he would make a successful life through his consistent hard work and determination.

In addition to his impressive academic performance, a special reference has to be made about his excellent communication skills as well. He can remain calm and composed even during extremely high-pressure situations. Even when most of the other students would get nervous when the exams would approach he was rarely seen getting into panic mode. He is a confident young man and very focused about his goals in life. He is also an excellent team player, a quality that came during the projects that were required to be completed as a group activity. He has a pleasing personality and shared an excellent rapport within his peer group, seniors and teachers. I am quite sure that he will achieve success in any academic pursuit he undertakes.

Therefore, I feel extremely happy to recommend for the well-recognized masters- program at your university. I wish him good luck for all his future endeavours.

N V SUBBARAO

Associate Professor & HOD

Associate Professor & Head
Department of Civil Engineering
Devinani Venkata Ramana & Dr. Hima Sekhar
MIC College of Technology
Kanchikacherla-521 180,
Krisbna District, A.P, INDIA.

22-23
PRINCIPAL CIVIL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

25/2



HOD Civil <hodce@mlctech.ac.in>

Please submit your recommendation

1 message

Northern Arizona University <help@applyweb.com>
To: hodce@mlctech.ac.in

Wed, Sep 13, 2023 at 5:30 PM

Dear Subbarao,

Alekhya Bhavani gowri Vemula has requested that you submit a recommendation form on their behalf.

Note: This applicant has waived the right to view your recommendation.

Please go to the following web address to access the recommendation system. Returning users will be greeted by their name and asked to log in to their account. New users will be prompted to create an account by choosing a password before proceeding to the recommendation form.

<http://www.applyweb.com/lor?token=fjyg3o59mTZgJWHZTtmWR2HW9oK2gSEuB1694606251>

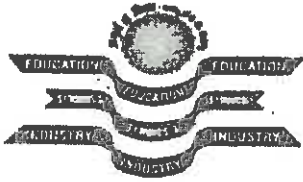
If you experience technical difficulty with the recommendation form, please follow this link to check the frequently asked questions or contact CollegeNET support:

https://www.applyweb.com/public/input?s=helprec&p=1&HELP_APP_CODE=NAUGLOR

Thank you!

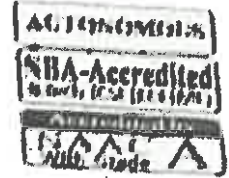

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Andhra Pradesh, India - Pin: 521180

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Phone: 08678 - 273535 / 44914 57799 / 73825 16424
E mail: office@mictech.ac.in, Website: www.mictech.ac.in



Mr. N V Subbarao M.E., (Ph.D)
Associate Professor & HOD
Department of Civil Engineering
Mobile: +91 9010818278
Email: hodce@mictech.ac.in

LETTER OF RECOMMENDATION

I deem it a pleasure to introduce Ms. VEMULA ALEKHYA BHAVANI GOWRI Who has been my under graduate student in the department of Civil Engineering. I have taught her ENVIRONMENTAL ENGINEERING. I had observed her at very close quarters and these observations brought me a clear picture about her.

I found her sincere and bright student with a strong desire to pursue perspective carrier in the field of Civil Engineering, her ability to interact with people has always impressed me, and she had attended to classes regularly. Although my subjects require understanding skills, she was able to cope up with the subject with her ability to work hard and problem solving skills. She was good at analyzing difficult situations and derives logical solution. Her academics were quite impressive. Apart from her academics she was very good at communication and organizational skills. I found her very active at organizing and participating in various activities in and out of the department. In my interaction with her I was impressed at her sense of commitment and hard work.

Her command over English is fairly comfortable and quite impressive, which I observed when she was handling different seminars conducted at our college. She was a student who is always enthusiastic and eager to know new information from me.

She quest for knowledge and perseverance for excellence ideally qualify her for any Masters course. I recommend and I am confident that she will continue to be a promising, competitive, sincere and an ideal student for her Masters at your university.


N V SUBBARAO

Associate Professor & HOD

Associate Professor & Head
Department of Civil Engineering
Department of Mechanical & Drifting Section
MIC College of Technology
Kanchikacherla-521180,
Krishna District, A.P., INDIA.


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Andhra Pradesh, India - Pin: 521180

22-23
CIVIL



Thank you recommendation

Active

Compose

inbox 2,884

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Sent

Drafts

More

Labels

T & P



83 of many

Thank You for Submitting an Online Recommendation Form

External

Inbox x



The Graduate School at UMBC GradSchool@umbc.edu yjg.collegenet.com to me

Dear Dr. P Pradeep,

Thank you for submitting an online recommendation form for Purna Chandra Reddy Dhanireddy.

If you have any questions regarding this recommendation form, you may contact the University of Maryland, Baltimore County - Graduate School Admissions Office at GradSchool@umbc.edu or call 410-455-2537.

Technical questions can be addressed to help@apolloweb.com. Please include your order-id, UMBCGREC_84985322_20230131222646, with any questions or comments.

Sincerely,

The Graduate School at UMBC

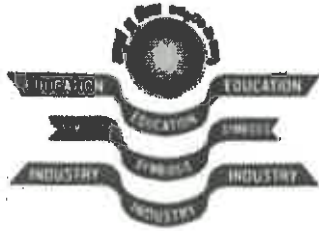
Reply

Forward

PR

DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India -- Pin: 521180

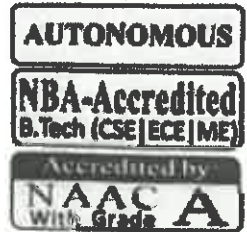
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Kanchikacherla - 521180, Krishna Dist, A.P. India
Phone: 08678 - 273535, 273623, Fax: 08678 - 273569
E-mail: officematech@gmail.com, Website: www.mictech.ac.in



Dr. P.Pradeep P.D.,
Professor & Head of the Department,
Department of Electrical & Electronics Engineering,
E-Mail: hodeee@mictech.ac.in
Ph. No: +91 9966433440

LETTER OF RECOMMENDATION

As the Head of the Department of Electrical & Electronics Engineering, it gives me great pleasure to write this recommendation letter for Mr. DHANIREDDY PURNA CHANDRA REDDY. I have taught him the subject Electrical Measurements. I have known him well for the past four years as my student. I had the opportunity to observe and appreciate his academic caliber, as well as the versatility of his personality.

Mr. DHANIREDDY PURNA CHANDRA REDDY has shown interest in subject's right from the beginning. He has distinguished himself as one of the best students in the class. He is an energetic and diligent class participant and brings together an Engineer's analytical approach, which he applies efficiently to problem-solving. He is always committed, industrious and sincere towards work.

He has involved himself in numerous organizations both on campus and outside. As a believer in social justice, he has been actively engaged in community activities. His diligence and his deep insight into the technical base inspired me. His evenness of performance and self-confidence confirms his ability to be a highly productive person.

I strongly believe his sound knowledge of fundamentals, a truly remarkable ability to apply theory to practical situations, and a high motivation to keep abreast with the latest information in his field of study which will help him in the field he is pursuing. His behavior with the teacher and reverential attitude towards elders is admirable.

In a nutshell, Mr. DHANIREDDY PURNA CHANDRA REDDY is a multifaceted person with a zeal for academics, cultural and extra-curricular activities. With all these achievements under his belt and considering his strong foundation, I feel that he will excel in research in his future endeavors. So, I strongly recommend him for admission to the graduate program with financial assistance.


Dr. P. Pradeep


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Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

Head of the Department
Dept. of Electrical & Electronics Engg
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

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 Active

Compose
 Inbox 113
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 More

Taylor, Margie <mtaylor1@okcu.edu>
 to me
 Hello,

Tue, Mar 14, 2023, 7:09 PM

Recommendation Letter Link

External Inbox x

Below is the link you will need to complete a letter of recommendation for prospective student Anand Sriram Chaitanya Dasam:

[Recommendation Letter Link](#)

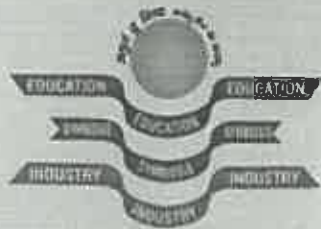
Thank you for your kind assistance in this matter.

Best regards,

Margie Taylor
 Enrollment Operations Specialist
 Oklahoma City University
 mtaylor1@okcu.edu

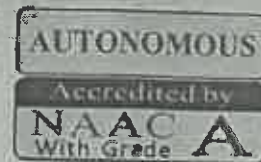
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Phonos: 08678 - 273535 / 94914 57799 / 73826 16824
E mail: office@mictech.ac.in, Website: www.mictech.edu.in



Dr. P. Pradeep, M.Tech., Ph.D.,
Associate Professor and Head of the Department,
Department of Electrical & Electronics Engineering,
DVR & Dr. HS MIC College of Technology,
Kanchikacherla,
Email: Pradeep@mictech.ac.in
Phone: 9966433440

LETTER OF RECOMMENDATION

It is indeed a great pleasure in vouching Mr. ANAND SRIRAM CHAITANYA DASAM, a cheerful and prompt student of mine for three years during his graduation which I had an opportunity to judge his capabilities and integrity personally as well as academically.

Apart from studies and projects, Mr. ANAND took an active part in many extra-curricular activities. He is indeed a very creative learner and his leadership skills have been brought to the fore on several occasions. He has an ability to organize and express his ideas clearly in English both orally and in writing. His dynamic organizational involvement in various activities of both international and national co-curricular activities organized by DVR & Dr. HS MIC College of Technology, Kanchikacherla, stands a worthy testimony for his leadership skills.

Bearing his impressive calibre in mind I strongly place him among the top 5% of the students associated with me in recent years. He is sincere and detailed in his approach with positive attitude and willingness to delve deep into the subjects, he will reach great heights in his career and I believe he will be an extremely valuable addition to your university and the department. His dedication towards higher studies, the quest for knowledge and his intellectual abilities leads me to strongly recommend Mr. ANAND SRIRAM CHAITANYA DASAM to the graduate program in your esteemed university with possible financial aid.

Thank you

P. Pradeep
Dr. P. Pradeep

22-23
616
PRINCIPAL
DVR & Dr. HS MIC College of Technology,
Kanchikacherla, N.T.R. Dist.
Andhra Pradesh, India - Pin: 521180
Head of the Department
Department of Electrical & Electronics Engineering
DVR & Dr. HS MIC College of Technology
Kanchikacherla - 521180, Krishna Dist., A.P.



lakshmi srinivas

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Mail

Compose

Inbox

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Drafts

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Lakshmi Srinivas Nare Recommendation Received

External



4 of 10

 University of Bridgeport <admit@bridgeport.edu>
to me

Tue, Apr 4, 2023, 4:20 PM

Dear Dr. Parthagani,

We have successfully received your letter of recommendation for Lakshmi Srinivas Nare.

Thank you for your time and consideration.

Sincerely,

Office of Admissions
University of Bridgeport

Reply Forward

Labels

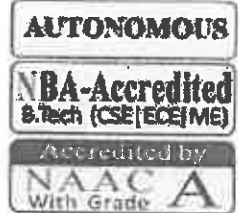

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Email: office@micttech.ac.in, Website: www.micttech.edu.in



Dr.P.Pradeep, Ph.D.

Associate Professor,

Department of Electrical and Electronic Engineering,

DVR & Dr.HS MIC College of Technology

Mobile No: 9966433440

Email: pradeep@micttech.ac.in

LETTER OF RECOMMENDATION

In my capacity as an Associate Professor, I am writing this letter of recommendation to Mr.N.LakshmiSrinivas for his Masters Studies at your coveted University. The main quality that bound me is his ability to apply theoretical knowledge practically. I witnessed this fact when I got a chance to interact with him during the POWER SYSTEMS in his third year. During this course, I also noticed that his observatory and nexus skills in lecture and lab sessions were top notch.

He is very much liked and respected by his peers and professors as well. His soft skills are of high quality which helps him present his point of view with an ease. He has an open mind and is willing to put in extra efforts to update himself on the latest technologies in his field. During his course time, apart from developing his academics, he has strived for his overall personal development and has prepared himself for any obstacles that he might encounter in the future.

I have the most profound individual and expert regard for him and earnestly trust that Mr. N.LakshmiSrinivas will bring her intriguing imperativeness, good faith, energy and eager imagination to your group and University all in all. Thus, he has my endorsement and I strongly recommend her for admission into her desired course at your University and also wish her the best for the future.

Academically yours

(Dr.P.Pradeep)

Head of the Department
Electrical & Electronics Engineering
DVR & Dr. HS MIC College of Technology
Kanchikacherla-521180, Krihans Dt., A.P.

PRINCIPAL

DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

Thank You for Submitting an Online Recommendation Form - hod4ee@mictech.ac.in - DVR & Dr H S MIC College of Technology Mail

Thank you recommendation



Thank You for Submitting an Online Recommendation Form

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Inbox x



The Graduate School at UMBC GradSchool@umbc.edu via collegenet.com to me

Dear Dr. P Pradeep,

Thank you for submitting an online recommendation form for RUSHJITHA VADLAPATLA.

If you have any questions regarding this recommendation form, you may contact the University of Maryland, Baltimore County - Graduate School Admissions Office at GradSchool@umbc.edu or call 410-455-2537.

Technical questions can be addressed to help@applyweb.com. Please include your order-id, UMBCGREG_84985322_20220830221152, with any questions or comments.

Sincerely,

The Graduate School at UMBC

Reply

Forward


PRINCIPAL
DVR & Dr. HS MIC College of Technology
 Kanchikacherla, N.T.R. Dt.
 Andhra Pradesh, India – Pin: 521180

Handwritten signature

132 of many

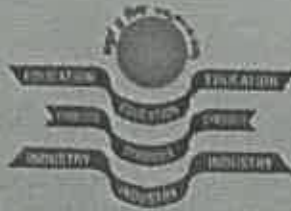
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Email: office@mictech.ac.in, Website: www.mictech.edu.in



Dr. P.Pradeep, Ph.D.
Associate Professor,
Department of Electrical and Electronic Engineering,
DVR & Dr. HS Mic College of Technology
Mobile No: 9966433440
Email: hodcee@mictech.ac.in

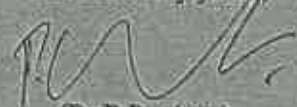
LETTER OF RECOMMENDATION

In my capacity as an Associate Professor, I am writing this letter of recommendation to **Ms. V.RUSHITHA** for her Masters Studies at your coveted University. The main quality that bound me is her ability to apply theoretical knowledge practically. I witnessed this fact when I got a chance to interact with her during the, **POWER SYSTEMS** in her third year. During this course, I also noticed that her observatory and nexus skills in lecture and lab sessions were top notch.


She is very much liked and respected by her peers and professors as well. Her soft skills are of high quality which helps her present her point of view with an ease. She has an open mind and is willing to put in extra efforts to update herself on the latest technologies in her field. During her course time, apart from developing her academics, she has strived for her overall personal development and has prepared herself for any obstacles that she might encounter in the future.

I have the most profound individual and expert regard for her and earnestly trust that **Ms. V.RUSHITHA** will bring her intriguing imperativeness, good faith, energy and eager imagination to your group and University all in all. Thus, she has my endorsement and I strongly recommend her for admission into her desired course at your University and also wish her the best for the future.

Academically yours,



(Dr. P. Pradeep)


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Andhra Pradesh, India - Pin: 521180

Head of the Department
Electrical & Electronics Engineering
DVR & Dr. HS MIC College of Technology
Kanchikacherla - 521 180, NTR Dist, A.P.



Thank you recommendation

Active ▾ ? ⚙️ ☰

87 of many

Compose

2,883

Thank you for submitting a recommendation to CSU

External Inbox x



Colorado State University Graduate Admissions gradadmissions@colostate.edu via technolunions.net to me

Fri, Jan 20, 2023, 10:11AM

Mail

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COLORADO STATE UNIVERSITY

GRADUATE ADMISSIONS

Labels

T & P

Dear Mr. Panthagani,

24

Thank you for your submitting a recommendation for Karthik Battiprolu.

Colorado State is committed to a comprehensive application review process designed to create a community with diverse perspectives, strengths, and ambitions. The comments you provided about Karthik's character qualities, accomplishments, and potential will be valuable as we make our decision.



PRINCIPAL
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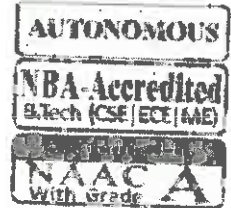
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E-mail: office@mictech.ac.in. Website: www.mictech.edu.in



Dr. P PRADEEP, Ph. D.
HOD & Associate Professor
Department of Electrical and Electronics Engineering,
DVR & Dr. HS MIC College of Technology,
Phone: +91 9966433440
Email: hodeee@mictech.ac.in

LETTER OF RECOMMENDATION

Mr. BATTIPROLU KARTHIK is known to me for the past three years. He has a good character and his conduct has been exemplary. He has excellent communication skills. I taught him Power Systems & Control during which I, observed him personally and his level of understanding was good. His performance at DVR & Dr. HS MIC College of Technology is good.

Mr. BATTIPROLU KARTHIK is a good student with a high degree of motivations. He has great potential and he is balanced in his decision making. He has participated in co-curricular and technical events held during his under graduation. He maintains good balance between academics and extra-curricular activities. He can complete tasks successfully, either in his own individual capacity or as a team member.

Being the HOD, guide and mentor of Mr. BATTIPROLU KARTHIK, I had simultaneously handled and Mini Project and Major Project Labs. Under my guidance, He had developed a project on "Vehicle to Grid Technology in a Micro Grid using Fast Charging Architecture" for the use of ultra-capacitors in wireless charging systems can supports the fast charging and discharging need of electrical vehicles which was rated as one of our best projects from the department. He has clearly demonstrated his practical application skills along with theoretical knowledge.

He is also very committed towards any cause that he takes up, and never shirks from accepting responsibility, having done numerous assignments, leaving absolutely no scope for complaint. Therefore he extended his project work from practical application to journal publication.

It is with this same confidence that I recommend him to your prestigious university. I fervently hope that with him confidence, determination and adroitness, he will continue to be a paragon of excellence and bring laurels to your institution. I wish him a prosperous career ahead.


(Dr. P PRADEEP)

Head of the Department
Dept. of Electrical & Electronics Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt
Andhra Pradesh, India - Pin: 521180


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23

lll

Fwd: Recommendation Request from Sandeep Gummadi for Governors State University

1 message

Ranjit Kumar Remalle <ranjitkumar@micttech.ac.in>
To: vinodaranjith@gmail.com

Tue, Jan 17, 2023 at 1:41 PM

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

From: **Governors State University** <admission@govst.edu>
Date: Fri, 23 Dec, 2022, 11:01 am
Subject: Recommendation Request from Sandeep Gummadi for Governors State University
To: <ranjitkumar@micttech.ac.in>

Dear Mr. R:

Sandeep Gummadi has requested that you write a letter of recommendation to Governors State University on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

[Submit Recommendation](#)

Thank you for your time and consideration.

Governors State University

22-23
ME


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Andhra Pradesh, India - Pin: 521180



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Phone: 08673 - 273535 / 94914 57799 / 71826 16824
E-mail: office@mictech.ac.in, Website: www.mictech.ac.in



Mr. R.Ranjith Kumar

Associate Professor,

Department of Mechanical Engineering,

Mail : vinodaranjith@gmail.com.

Letter of recommendation

Mr.SANDEEP GUMMADI has been my student for the past three years. I have handled **MECHANICS OF SOLIDS & THEORY OF MACHINERY**. He is an intelligent and diligent student excelling in both academic work and co-curricular activities.

Mr.SANDEEP GUMMADI is an extremely self-motivated student with sharp intellect. His enthusiasm in problem-solving and the ability to analyze ideas are peerless. Besides his regular course work, he has participated in various symposiums and technical seminars.

Mr.SANDEEP GUMMADI is studious and very strong in his fundamentals. He has excellent command over English and apart-from being studious in his academic work, he is an enthusiastic participant in technical quizzes. He has an ability to rapidly grasp and perceive new concepts.

Mr.SANDEEP GUMMADI research orientation and strong inclination towards his field of interest will help him make significant contributions to his field. A good wholesome personality coupled with leadership qualities will make him an asset to any team he may work with. His aplomb and alacrity wonderfully blended with suitability will be a great source of motivation for the members of the team he is in.

In view of the above qualities, I strongly recommend **Mr.SANDEEP GUMMADI** for admission in your university for the graduate program with full financial assistance.

Sincerely,


(Mr.R.Ranjith Kumar)

Associate Professor
Mechanical Engineering Dept.
D.V.R. & Dr.HS. MIC College of Technology
Kanchikacherla, A.P.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

Recommendation Request from Kartheek Gouthakatla for Lawrence Technological University

1 message

Lawrence Technological University <admissions@ltu.edu>
To: vinodaranjith@gmail.com

Wed, Jan 31, 2024 at 4:28 PM


Dear Mr. R:

Kartheek Gouthakatla has requested that you write a letter of recommendation to Lawrence Technological University on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

[Submit Recommendation](#)

Thank you for your time and consideration.

Lawrence Technological University



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Andhra Pradesh, India – Pin: 521180



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MIC College of Technology

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(Approved by AICTE & Functionally Affiliated to JNTUK, Karnataka)
Kanchikacherla - 521180, N.T.R. Dist. A.P. India
Phones: 08678 - 773730 / 94914 57720 / 78236 16434
E-mail: office@mictech.edu.in, Website: www.mictech.edu.in



Mr. R.Ranjith Kumar

Associate Professor,

Department of Mechanical Engineering,

Mail : vinodaranjith@gmail.com.

Letter of recommendation

Mr. Kartheek Gouthakatla has been my student for the past three years. I have handled **MECHANICS-OF SOLIDS & THEORY OF MACHINERY**. He is an intelligent and diligent student excelling in both academic work and co-curricular activities.

Mr. Kartheek Gouthakatla is an extremely self-motivated student with sharp intellect. His enthusiasm in problem-solving and the ability to analyze ideas are peerless. Besides his regular course work, he has participated in various symposiums and technical seminars.

Mr. Kartheek Gouthakatla is studious and very strong in his fundamentals. He has excellent command over English and apart-from being studious in his academic work, he is an enthusiastic participant in technical quizzes. He has an ability to rapidly grasp and perceive new concepts.

Mr. Kartheek Gouthakatla research orientation and strong inclination towards his field of interest will help him make significant contributions to his field. A good wholesome personality coupled with leadership qualities will make him an asset to any team he may work with. His aplomb and alacrity wonderfully blended with suitableness will be a great source of motivation for the members of the team he is in.

In view of the above qualities, I strongly recommend **Mr. Kartheek Gouthakatla** for admission in your university for the graduate program with full financial assistance.

Sincerely,


(Mr. R. Ranjith Kumar)

Associate Professor
Mechanical Engineering Dept.
D.V.R. & Dr.HS. MIC College of Technology
Kanchikacherla, A.P.



PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



RANJITH KUMAR REMALLE <vinodaranjith@gmail.com>

Lewis University Graduate Admission

1 message


Lewis University Office of Graduate Admisslon <grad@lewisu.edu>
To: vinodaranjith@gmail.com

Tue, Oct 3, 2023 at 3:14 PM

Dear Mr. R:

We have successfully received your letter of recommendation for Asmatullah Shaik to Lewis University Graduate Admission . Thank you for your time and consideration.

Lewis University Graduate Admission


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521180

22-23
ME .

Recommendation Request from Vamsi Karla for Missouri University of Science and Technology

1 message

Office of Graduate Admissions at Missouri S&T <stgrad@mst.edu>
Reply-To: stgrad@mst.edu
To: vinodaranjith@gmail.com

Fri, May 26, 2023 at 12:32 PM

Dear Mr. R,

Vamsi Karla recently submitted an application for admission to Missouri University of Science and Technology and has requested that you write a letter of recommendation. To make this process as easy as possible, you may complete your recommendation online through our secure website.

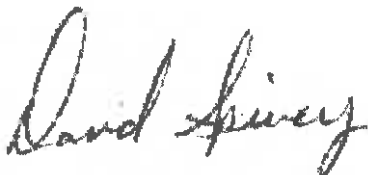
To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

Recommendation Link: <https://connect.mst.edu/refer/?0994957865929294>

Thank you for your time.

Please let us know if you have any questions.

Sincerely,



David Spivey
Director of Graduate and International Admissions

Connect with us

Take a virtual tour

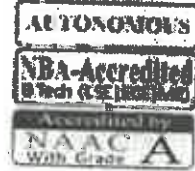

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23
ME



DVR & Dr HS
MIC College of Technology

ISO 9001:2015 Certified Institute
Approved by AICTE & Permanently Affiliated to JNTU-K, Kakinada,
Kanchikacherla - 521180, N.T.R. Dist. A.P. India.
Phones: 08676 - 273935 / 04914 57799 / 73426 16434
E-mail: office@micotech.ac.in, Website: www.micotech.edu.in



Mr. R.Ranjith Kumar

Associate Professor,

Department of Mechanical Engineering,

Mail : vinodaranjith@gmail.com.

Letter of recommendation

It gladdens me to write this letter of recommendation for **Mr.Vamsi Karla** , whom I have known for the last three years, both as part of the classes that I have taught and witnessing his zeal and enthusiasm with which he has remained a committed all round student.

Mr.Vamsi Karla has been under my tutelage for **Machine Design** and **Finite Element Method**. He is an intensely focused student who is well read and prepared for class discussions. He has an analytical bend of mind that he uses well in comprehending complex homework on his own. He has the ability to analyse subject's application and experiments towards implementing his learning to find solutions, ability I find to mark his potential for further research and graduate studies. Ability to concentrate is his biggest advantage, which he puts to use when made to work on his own in the lab, yet his excellent communication skills enables him to work well in teams alike.

In addition he has a natural talent to engage and get along with people in the most charming manner. He has a caring and responsive temperament and is also extremely patient and understanding. These attributes I believe he has been instrumental in him holding leadership position, be part of organizing committees of student events, clubs and volunteer work with aplomb.


I've taught exceptional students in the so many years of my teaching career, many who have gone on to study at prestigious universities globally. While **Mr.Vamsi Karla's** percentage and relative department rank exhibits his real calibre, he surely is one who has a quest for learning and has a self-motivation to achieve. Without hesitation, **Mr.Vamsi Karla** will prove to be a successful and recommend him highly to the graduate school at your university.

Wishing him a bright future ahead.

Sincerely,


(Mr.R.Ranjith Kumar)

Associate Professor
Mechanical Engineering Dept,
D.V.R. & Dr.HS. MIC College of Technology
Kanchikacherla, A.P.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

**Recommendation Request from Srimahesh Pullagura for Purdue University
Graduate School**

1 message

Purdue University Graduate School <gradinfo@purdue.edu>
Reply-To: gradinfo@purdue.edu
To: vlnodaranjith@gmail.com

Wed, May 17, 2023 at 1:47 PM



Dear Mr. R:

Srimahesh Pullagura has requested that you write a letter of recommendation to Purdue University Graduate School on his/her behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

Google Chrome is recommended for best results.

Submit Recommendation: <https://gradapply.purdue.edu/refer/?2629945618521415>

Thank you for your time and consideration.

Purdue University Graduate School


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521180

22-23
ME



DVR & Dr. HS
MIC College of Technology

ISO 9001:2015 Certified Institute
(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)
Kanchikacherla - 521180, N.T.R. Dt. A.P. India
Phones: 08678-273535 / 94914-57789 / 73826-10824
E-mail: office@micotech.ac.in, Website: www.micotech.ac.in



Mr. R.Ranjith Kumar
Associate Professor,
Department of Mechanical Engineering,
Mail : vinodaranjith@gmail.com.

Letter of recommendation

Mr. Sri Mahesh Pullagura has been my student for the past three years. I have handled **MECHANICS OF SOLIDS & THEORY OF MACHINERY**. He is an intelligent and diligent student excelling in both academic work and co-curricular activities.

Mr. Sri Mahesh Pullagura is an extremely self-motivated student with sharp intellect. His enthusiasm in problem-solving and the ability to analyze ideas are peerless. Besides his regular course work, he has participated in various symposiums and technical seminars.

Mr. Sri Mahesh Pullagura is studious and very strong in his fundamentals. He has excellent command over English and apart-from being studious in his academic work, he is an enthusiastic participant in technical quizzes. He has an ability to rapidly grasp and perceive new concepts.


Mr. Sri Mahesh Pullagura research orientation and strong inclination towards his field of interest will help him make significant contributions to his field. A good wholesome personality coupled with leadership qualities will make him an asset to any team he may work with. His aplomb and alacrity wonderfully blended with suitability will be a great source of motivation for the members of the team he is in.

In view of the above qualities, I strongly recommend **Mr. Sri Mahesh Pullagura** for admission in your university for the graduate program with full financial assistance.

Sincerely,


(Mr.R.Ranjith Kumar)

Associate Professor
Mechanical Engineering Dept.,
D.V.R. & Dr.HS. MIC College of Technology
Kanchikacherla, A.P.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

Recommendation Received for Anil Kumar Koka

1 message

Office of Graduate Admissions <graduate@newhaven.edu>
To: vinodaranjlth@gmail.com

Sat, Sep 30, 2023 at 4:11 PM



University of New Haven

OFFICE OF GRADUATE ADMISSIONS



Greetings,

We have received your recommendation for Anil Kumar Koka for the University of New Haven. Thank you for submitting this recommendation on Anil Kumar's behalf.

Kind Regards,

Office of Graduate Admissions

University of New Haven

Office of Graduate Admissions | 300 Boston Post Road | West Haven, Connecticut, U.S.A.
www.newhaven.edu | graduate@newhaven.edu | UNewHavenGrad | +1(203)932.7440

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23
ME



DVR & Dr HS
MIC College of Technology

ISO 9001:2015 Certified Institute
Approved by AICTE & Permanently Affiliated to JNTUC, Kakinada
Kanchikacherla - 521100, NTR Dist, A.P, India
Phone: 08678 - 271935 / 442145 / 271999 / 2582546824
E-mail: office@micotech.ac.in, Web: www.micotech.ac.in



Mr. R.Ranjith Kumar

Associate Professor,

Department of Mechanical Engineering,

Mail : vinodaranjith@gmail.com.

Letter of recommendation

Mr. Anil Kumar Koka has been my student for the past three years. I have handled **MECHANICS OF SOLIDS & THEORY OF MACHINERY**. He is an intelligent and diligent student excelling in both academic work and co-curricular activities.

Mr. Anil Kumar Koka is an extremely self-motivated student with sharp intellect. His enthusiasm in problem-solving and the ability to analyze ideas are peerless. Besides his regular course work, he has participated in various symposiums and technical seminars.

Mr. Anil Kumar Koka is studious and very strong in his fundamentals. He has excellent command over English and apart from being studious in his academic work, he is an enthusiastic participant in technical quizzes. He has an ability to rapidly grasp and perceive new concepts.

Mr. Anil Kumar Koka research orientation and strong inclination towards his field of interest will help him make significant contributions to his field. A good wholesome personality coupled with leadership qualities will make him an asset to any team he may work with. His aplomb and alacrity wonderfully blended with suitability will be a great source of motivation for the members of the team he is in.

In view of the above qualities, I strongly recommend **Mr. Anil Kumar Koka** for admission in your university for the graduate program with full financial assistance.

Sincerely,


(Mr.R.Ranjith Kumar)

Associate Professor
Mechanical Engineering Dept.
D.V.R. & Dr.HS. MIC College of Technology
Kanchikacherla, A.P


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

Recommendation Received for Dinesh Kumar Chinta

1 message

Office of Graduate Admissions <graduate@newhaven.edu>
To: vinodaranjlth@gmail.com

Mon, Aug 14, 2023 at 6:09 PM



University of New Haven

OFFICE OF GRADUATE ADMISSIONS




Greetings,

We have received your recommendation for Dinesh Kumar Chinta for the University of New Haven. Thank you for submitting this recommendation on Dinesh Kumar's behalf.

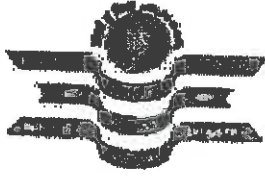
Kind Regards,

Office of Graduate Admissions
University of New Haven

Office of Graduate Admissions | 300 Boston Post Road | West Haven, Connecticut, U.S.A.
www.newhaven.edu | graduate@newhaven.edu | UNewHavenGrad | +1(203)932.7440


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521180

23-23
ME



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MIC College of Technology

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Kanchikacherla - 521180, N.T.R. Dt., A.P., India
Phones: 086678 278935 / 08614 57799 / 73826 16824
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



Mr. R.Ranjith Kumar (PhD)

Associate Professor,

Department of Mechanical Engineering,

Mail : vinodaranjith@gmail.com.

Letter of recommendation

Mr. Dinesh Kumar Chinta has been my student for the past three years. I have handled **MECHANICS OF SOLIDS & THEORY OF MACHINERY**. He is an intelligent and diligent student excelling in both academic work and co-curricular activities.

Mr. Dinesh Kumar Chinta is an extremely self-motivated student with sharp intellect. His enthusiasm in problem-solving and the ability to analyze ideas are peerless. Besides his regular course work, he has participated in various symposiums and technical seminars.

Mr. Dinesh Kumar Chinta is studious and very strong in his fundamentals. He has excellent command over English and apart from being studious in his academic work, he is an enthusiastic participant in technical quizzes. He has an ability to rapidly grasp and perceive new concepts.

Mr. Dinesh Kumar Chinta research orientation and strong inclination towards his field of interest will help him make significant contributions to his field. A good wholesome personality coupled with leadership qualities will make him an asset to any team he may work with. His aplomb and alacrity wonderfully blended with suitability will be a great source of motivation for the members of the team he is in.

In view of the above qualities, I strongly recommend **Mr. Dinesh Kumar Chinta** for admission in your university for the graduate program with full financial assistance.

Sincerely,


(Mr. R. Ranjith Kumar)

Associate Professor
Mechanical Engineering Dept.
D.V.R. & Dr. H.S. MIC College of Technology
Kanchikacherla, A.P.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

REMINDER: Recommendation Request from Aravind Ram Kumar Mediseti

1 message

Info.gradschool@ttu.edu <Info.gradschool@ttu.edu>

Reply-To: graduate.admissions@ttu.edu

To: vinodaranjith@gmail.com

Tue, Apr 11, 2023 at 5:53 PM

**TEXAS TECH UNIVERSITY**
Graduate School™

Aravind Ram Kumar Mediseti has requested a recommendation for their application to the Civil Engineering - Construction Engineering (MS) program for Fall 2023 at Texas Tech University.

Please click here to complete this request.

Link doesn't work? Copy the following link into your browser address bar.

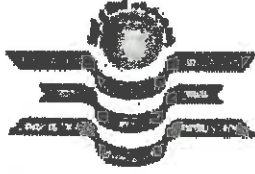
<https://ttugradschool.my.site.com/admissions/ApplicationRequirement?contactId=0035a0000371YoiAAE&applicationId=a015a00000eAJZIEA0&requirementId=a0V1H00000G1daiUAB&r=a0T1H000008QVJ0UAO&h=2.9739kCJc5K>

Thank you,

Graduate Admissions
Texas Tech University
graduate.admissions@ttu.edu


PRINCIPAL

DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521180



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MIC College of Technology**

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(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)
Kanchikacherla - 521180, N.T.R. Dist, A.P, India.
Phone: 08675 - 273525 / 94014 51799 / 73626 16824
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



Mr. R.Ranjith Kumar

Associate Professor,

Department of Mechanical Engineering,

Mail : vinodaranjith@gmail.com.

Letter of recommendation

It gladdens me to write this letter of recommendation for **Mr.Aravind Ram Kumar Mediseti**, whom I have known for the last three years, both as part of the classes that I have taught and witnessing his zeal and enthusiasm with which he has remained a committed all round student.

Mr.Aravind Ram Kumar Mediseti has been under my tutelage for **Machine Design and Finite Element Method**. He is an intensely focused student who is well read and prepared for class discussions. He has an analytical bend of mind that he uses well in comprehending complex homework on his own. He has the ability to analyse subject's application and experiments towards implementing his learning to find solutions, ability I find to mark his potential for further research and graduate studies. Ability to concentrate is his biggest advantage, which he puts to use when made to work on his own in the lab, yet his excellent communication skills enables him to work well in teams alike.

In addition he has a natural talent to engage and get along with people in the most charming manner. He has a caring and responsive temperament and is also extremely patient and understanding. These attributes I believe he has been instrumental in him holding leadership position, be part of organizing committees of student events, clubs and volunteer work with aplomb.


I've taught exceptional students in the so many years of my teaching career, many who have gone on to study at prestigious universities globally. While **Mr.Aravind Ram Kumar Mediseti's** percentage and relative department rank exhibits his real calibre, he surely is one who has a quest for learning and has a self-motivation to achieve. Without hesitation, **Mr.Aravind Ram Kumar Mediseti** will prove to be a successful and recommend him highly to the graduate school at your university.

Wishing him a bright future ahead.

Sincerely,


(Mr.R.Ranjith Kumar)

Associate Professor
Mechanical Engineering Dept,
D.V.R.& Dr.HS MIC College of Technology
Kanchikacherla, A.P.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

Recommendation Request from Naga Venkata Sai Kumar Meka for New Jersey Institute of Technology

1 message

NJIT University Admissions <admissions@njit.edu>
To: vinodaranjith@gmail.com

Thu, Mar 16, 2023 at 12:27 PM

Dear Mr. Ranjith Kumar:

Naga Venkata Sai Kumar Meka has requested that you write a letter of recommendation to New Jersey Institute of Technology on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

[Submit Recommendation](#)

Thank you for your time and consideration.

New Jersey Institute of Technology



PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521180

22-23
HE



**DVR & Dr HS
MIC College of Technology**

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(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)
Kanchikacherla - 521180, N.T.R. Dist., A.P., India.
Phone: 08638-273335 / 94414 57799 / 23826 16824
office@mictech.ac.in, Website: www.mictech.edu.in



Mr. R.Ranjith Kumar

Associate Professor,

Department of Mechanical Engineering,

Mail : vinodaranjith@gmail.com.

Letter of recommendation

Mr.NAGA VENKATA SAI KUMAR has been my student for the past three years. I have handled **MECHANICS OF SOLIDS & THEORY OF MACHINERY**. He is an intelligent and diligent student excelling in both academic work and co-curricular activities.

Mr.NAGA VENKATA SAI KUMAR is an extremely self-motivated student with sharp intellect. His enthusiasm in problem-solving and the ability to analyze ideas are peerless. Besides his regular course work, he has participated in various symposiums and technical seminars.

Mr.NAGA VENKATA SAI KUMAR is studious and very strong in his fundamentals. He has excellent command over English and apart-from being studious in his academic work, he is an enthusiastic participant in technical quizzes. He has an ability to rapidly grasp and perceive new concepts.

Mr.NAGA VENKATA SAI KUMAR research orientation and strong inclination towards his field of interest will help him make significant contributions to his field. A good wholesome personality coupled with leadership qualities will make him an asset to any team he may work with. His aplomb and alacrity wonderfully blended with suitability will be a great source of motivation for the members of the team he is in.

In view of the above qualities, I strongly recommend **Mr.NAGA VENKATA SAI KUMAR** for admission in your university for the graduate program with full financial assistance.

Sincerely,


(Mr.R.Ranjith Kumar)

Associate Professor
Mechanical Engineering Dept,
D.V.R. & Dr.HS. MIC College of Technology
Kanchikacherla, A.P.


PRINCIPAL

DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521180



Divya Dasari <divya@mictech.ac.in>

Recommendation Request from Bhupathi Naidu Chintagumpala for Saint Peter's University

1 message

Saint Peter's University <gradadmit@saintpeters.edu>

Tue, Jan 24, 2023 at 11:20 AM

Reply-To: gradadmit@saintpeters.edu

To: divya@mictech.ac.in

Dear Ms. D,


Bhupathi Naidu Chintagumpala has requested that you write a letter of recommendation to Saint Peter's University on their behalf for the MS in Cyber Security program. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

<https://admissions.saintpeters.edu/refer/?1300113677638465>

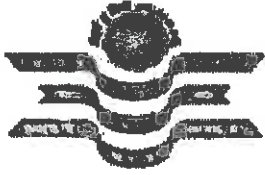
Thank you for your time and consideration.

Sincerely,

Office of Graduate Admission
Saint Peter's University
The Jesuit University of New Jersey
2641 John F. Kennedy Boulevard
Jersey City, New Jersey 07306
p: (201) 761-6470
f: (201) 435-5270

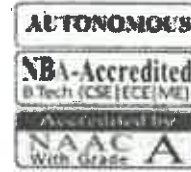

PRINCIPAL
OVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23
HE



**DVR & Dr HS
MIC College of Technology**

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Kanchikacherla - 521180, NTR, Dist., A.P., India
Phone: 08678 - 273935 / 94914 57199 / 73826 16824
E-mail: office@micttech.ac.in, Website: www.micttech.edu.in



Ms.D.DIVYA M.E(CAD/CAM)

Assistant Professor

Department of Mechanical Engineering,

Email: divya@micttech.ac.in

Contact no:-9963836123

Letter of Recommendation

I take great pleasure in recommending Mr. Bhupathi Naidu Chinthagumpala for admission into your esteemed institution. I have known Mr. Bhupathi Naidu Chinthagumpala from the past three years and have been his instructor for "CAD/CAM" and found him to be a sincere, self-reliant and diligent young man with a pleasing demeanour.

Mr. Bhupathi Naidu Chinthagumpala has good subjective knowledge, which is quite evident from his performance index. He has consistently being among the top 10 of his class. During his interactions with me, he showed great insight in subject matters. He had good communication skills and expressed his ideas lucidly and impressively.

Mr. Bhupathi Naidu Chinthagumpala has a great thirst for knowledge. He had a great ability to quickly assimilate and relate it to the previously acquired knowledge. He demonstrates leadership qualities and was an active member of our student counsel. He is quite capable of undertaking research projects and I am sure that he can perform at his best as a member of a team.

Judging from the above aspects, I can confidently state that Mr. Bhupathi Naidu Chinthagumpala possesses the required zeal to prepare and has sufficient motivation and commitment. Hence, I strongly recommend his admission to your esteemed university with requisite financial aid.

Sincerely


(D.Divya)

Assistant Professor
Department of Mechanical Engineering
Devineni Venkata Ramana & Dr. Hima Sekhar
MIC College of Technology
KANCHIKACHERLA, A.P., INDIA-521 180


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

2/9/24, 10:46 AM

DVR & Dr H S MIC College of Technology Mail - Recommendation Request from Jagadeesh Babu Parasa for WPI

22-23
18-316 ME



Ashok Vardhan G <ashokvardhan@mictech.ac.in>

Recommendation Request from Jagadeesh Babu Parasa for WPI

1 message

Worcester Polytechnic Institute <grad@wpi.edu>

Thu, Apr 27, 2023 at 5:19 PM

Reply-To: grad@wpi.edu

To: ashokvardhan@mictech.ac.in

**WORCESTER POLYTECHNIC INSTITUTE
GRADUATE PROGRAMS**



Dear Mr G,

Jagadeesh Babu Parasa has requested a letter of recommendation from you to support an application for graduate study at WPI.

Program of study: Business Analytics MS

In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website.

To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

Submit recommendation: <https://gradapp.wpi.edu/refer/?4603590230445282>

Thank you for your time and consideration.

Graduate Programs

Worcester Polytechnic Institute

100 Institute Road

Worcester, MA 01609-2280

Ph: +1-508-831-5301

Connect with us!



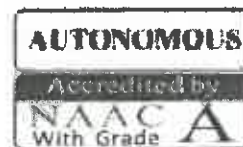

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

2-23



DVR & Dr. HS MIC College of Technology

ISO 9001:2015 Certified Institute
(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)
Kanchikacherla - 521180, NTR Dist, A.P, India.
Phones: 08676 - 273535 / 94914 57799 / 73826 16824
E mail: office@mictech.ac.in, Website: www.mictech.edu.in



Dr. G Ashok Vardhan
M.A, M.Phil., Ph.D., UGC NET Qualified
Professor of English
Department of Basic Engineering
Phone: +91 9703201817
Email: ashokvardhan@mictech.ac.in

LETTER OF RECOMMENDATION

It gives me great pleasure in recommending Mr. PARASA JAGADEESH BABU to your esteemed University. He has been associated with me for four years during which I had ample time in assessing him both academically and personally.

His performance in curricular and co-curricular activities has been commendable. I taught him the subjects ENGLISH-II & SOFT SKILLS in his curriculum. I found him to be a keen listener, hardworking and an active person in class discussions. He has shown a natural aptitude for the course. He has an in-depth knowledge of the concepts and he has displayed a rare ability in handling both theoretical and practical aspects. His ability to grasp and deliver concepts, which comes naturally to him, had enabled him to succeed in his attempts. His dedication to work and punctuality in sending assignments before time serve to underline his ambitious nature. I have found him to be a sagacious student and academically he has been among a few outstanding students who enjoy a consistent and good academic record.

He possesses an excellent proficiency in English with lucid expression of thoughts and ideas. This should make him a good prospect for teaching or research responsibilities. He has peerless inquisitiveness and enthusiasm to keep abreast with the latest development in the subject. He is a highly motivated person and can achieve anything by dint of determination. He is extremely hardworking and has accomplished a splendidly consistent academic record.

Bearing his impressive background and caliber in mind, I unequivocally vouch for the fact that he will be an ideal candidate for this Master's program in your esteemed University. It would certainly be a prudent decision to enlist him as a student in your department.



Academically yours,


(Dr. G. Ashok Vardhan)


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

Handwritten notes in blue ink: "22-23" and "MC"

- Compose
- Inbox 590
- Starred
- Snoozed
- Sent
- Drafts 84
- More

- Labels
- Junk
- Notes



Recommendation Request from Sai Srikanth Sunkara for USC Upstate

Inbox x

USC Upstate Admissions <admissions@usc.upstate.edu>
to me

Wed, 30 Aug 2023, 15:53




Dear Dr. Anupama,

Sai Srikanth Sunkara has requested that you write a letter of recommendation to the University of South Carolina Upstate on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below.

<https://apply.uscupstate.edu/refer?77029188105139444>

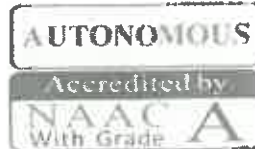
This link is unique to this recommendation and should not be shared or forwarded.


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Andhra Pradesh, India – Pin: 521180



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Phone: 08678 - 272535 / 94914 57799 / 73826 16824
E mail: office@mictech.ac.in, Website: www.mictech.edu.in



Dr. A. Anupama MS.c,M.Phil,Ph.D
Professor of Mathematics
Email : anupama@mictech.ac.in
Phone number : +91 9441825134

LETTER OF RECOMMENDATION

It is my pleasure to recommend Mr. Sunkara Sai Srikanth who is interested in pursuing his Masters at your esteemed university. As a faculty, I have known him personally as he studied in mechanical branch under my guidance.

I taught him "VECTOR CALCULUS & NUMERICAL METHODS". During the course of my teaching, I have observed him to be an extremely hard working, smart working, innovative and sincere student. He has maintained a good academic record in my course. He has an ability to draw on his experiences and develop thoughtful opinions on a variety of subjects.

Sai Srikanth is a highly self-motivated student. He has immense patience to learn and implement his technical knowledge in practice. As an independent thinker, he seeks to learn more and has shown great promise by venturing beyond the scope of the subject syllabi. He keeps himself abreast with the latest developments and goes through various technical knowledge which was evident in technical discussions and interviews that I have had with him.

A student who believes in performing to the best of his ability, He Sai Srikanth will work very hard towards the fulfillment of any responsibility that he undertakes. His zest to constantly be on the learning path and his time-management abilities will surely take him a long way. I strongly recommend him for admission to your college for graduate studies.



Sincerely

(Dr. A. Anupama)


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Dr.K Michael Angelo <kmmichaelangelo@micttech.ac.in>

Please submit your recommendation

1 message

Northern Arizona University <help@applyweb.com>

Wed, Mar 8, 2023 at 12:20 PM

To: kmmichaelangelo@micttech.ac.in

Dear Michael Angelo,

Suraj Kumar Panchakarla has requested that you submit a recommendation form on their behalf.

Note: This applicant has waived the right to view your recommendation.


Please go to the following web address to access the recommendation system. Returning users will be greeted by their name and asked to log in to their account. New users will be prompted to create an account by choosing a password before proceeding to the recommendation form.

<http://www.applyweb.com/lor?token=ynosB17wkQBuiVbvd7TqO07Hdr5oJGXDp1678258208>

If you experience technical difficulty with the recommendation form, please follow this link to check the frequently asked questions or contact CollegeNET support:

https://www.applyweb.com/public/input?s=helprec&p=1&HELP_APP_CODE=NAUGLOR

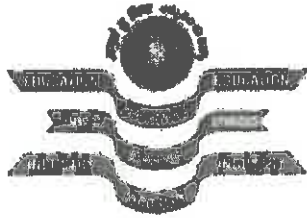
Thank you!


PRINCIPAL
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Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23

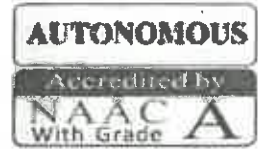
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ECE



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Kanchilakherla - 521180, NTR Dist. A.P, India.
Phones: 08678 - 273535 / 94914 57799 / 73826 16824
E mail: office@mictech.ac.in, Website: www.mictech.edu.in



Dr. K. Michael Angelo, M.Tech., Ph.D.

Associate Professor,

Department of Electronics and Communication Engineering,

Devineni Venkata Ramana and Dr. Hima Sekhar MIC College of Technology,

Email: kmichaelangelo@mictech.ac.in

Phone: +91-8712370640

LETTER OF RECOMMENDATION

I am immensely pleased to recommend Mr. SURAJ KUMAR PANCHAKARLA who is applying for the Master's program at your university. I have taught him "WIRELESS SENSOR NETWORK". As his teacher, I have found his sincere, responsible, and dedicated to his course of work.

Suraj Kumar is one of the best students I have taught in recent years. He has shown excellent academic performance. After knowing him for past year, he has always managed to showcase his talents. He seized my attention during his presentation on "INTERNET OF THINGS" which he had already completed in his internship.

I interacted with him a lot of times and I found him very unique because he stands out when compared to the rest of the students. I found him very creative and he has an excellent grasping power. Unique students are rare to find and when we professors find one like him, we are happy to be the one to guide him through a particular subject and help him master it, as it will be helpful for him in future projects.

His work is very disciplined and systematic in addition to his impressive interactive approach and clear expression of thought. With his pleasing manners, proficiency in communicating his ideas effectively, he has established an excellent rapport with his fellow students and the faculty. He has brilliant team leader skills and is competent in extracting the best out of his team members.

Having known him as a student, I am strongly convinced that SURAJ KUMAR PANCHAKARLA will make a significant contribution to your program. I take pleasure in recommending him for admission towards the Master's program in his Field of interest at your prestigious university with possible financial assistance.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchilakherla, N.T.R. Dist.
Andhra Pradesh, India - Pin: 521180




(Dr. K. Michael Angelo)



Dr.K Michael Angelo <kmichaelangelo@mictech.ac.in>

Recommendation Letter request for Saint Louis University

1 message

Saint Louis University GlobalGrad Programs <globalgrad@slu.edu>
To: "kmichaelangelo@mictech.ac.in" <kmichaelangelo@mictech.ac.in>

Sat, Feb 25, 2023 at 6:57 PM



Dear Michael Angelo,

Charishma Kalyanapu is in the process of applying for admission to Saint Louis University and requested that you complete a recommendation questionnaire in support of the application.

Saint Louis University uses recommendations in order to gain a more complete understanding of the academic and personal qualities of the applicants. Please use the online recommendation site, which can be found here:

You can submit your recommendation here


This form will take approximately 5 minutes to complete and performs best using a desktop computer or laptop.

This applicant has the right to view their recommendation.

Thank you for your support of Charishma Kalyanapu's application for admission to Saint Louis University.

Sincerely,
Saint Louis University



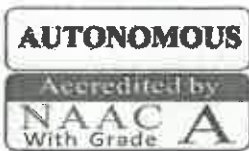

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Andhra Pradesh, India – Pin: 521180

2022-23
ELB



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E mail: office@mictech.ac.in, Website: www.mictech.edu.in



Dr. K. MICHAEL ANGELO, M.Tech., Ph.D.

Associate Professor,

Department of Electronics and Communication Engineering,

DVR and Dr. HS MIC College of Technology,

Email: kmichaelangelo@mictech.ac.in

Phone: +91-8712370640


LETTER OF RECOMMENDATION

I am pleased to recommend Ms. CHARISHMA KALYANAPU who is applying for the Master's program at your university. She is pursuing Bachelor of Engineering in Electronics and Communication Engineering at our college. I have taught her "WIRELESS SENSOR NETWORKS" and co-ordinated with "TECHNICAL SEMINAR". I have known her for the past two years as my student, and I am sure she will reach the pinnacle of her career through sheer hard work and dedication.

I interacted with her a lot of times and I found her very unique because she stands out when compared to the rest of the students. I found her very creative and she has an excellent grasping power. Unique students are rare to find and when we Professors find one like her, we are happy to be the one to guide her through a particular subject and help her master it, as it will be useful for her in future projects.

Her ability to work with her counterparts and even with her seniors is exemplary. With her pleasing manners, proficiency in communicating her ideas effectively, she has established an excellent rapport with her fellow students and the faculty. She has brilliant team leader skills and is competent in extracting the best out of her team members. She also has good teaching capabilities.

Having known her as a student, I am strongly convinced that CHARISHMA KALYANAPU will make a significant contribution to your program. I strongly recommend her for admission to the Master's program at your prestigious university with possible financial assistance.


PRINCIPAL
DVR & Dr. HS MIC College of Technology,
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180




(Dr. K. MICHAEL ANGELO)

2022-23
ELL



Dr.K Michael Angelo <kmichaelangelo@mictch.ac.in>

Likitha Ginjupalli's Request for Recommendation to Graduate Study at George Mason University

1 message

George Mason University Graduate Admissions <masongrad@gmu.edu>
To: "kmichaelangelo@mictch.ac.in" <kmichaelangelo@mictch.ac.in>

Mon, Feb 13, 2023 at 8:01 PM

Dear Dr. Michael Angelo,

Likitha Ginjupalli is applying to the Data Analytics Engineering - MS program at George Mason University and would like to request that you submit a brief recommendation as part of their application.

To make a recommendation, please use this link

If you have any questions or concerns, please don't hesitate to reach out to us (masongrad@gmu.edu). Please note that this e-mail and associated link are unique to your e-mail address. Please do not forward this e-mail.

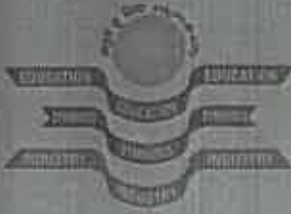
Thank you for your time.

George Mason University - Graduate Admissions

****Please do not respond to this automated email. For any questions, please reach out to the applicant directly.****


PRINCIPAL
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Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521180

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Phone: 08678 - 273533 / 94944 37799 / 71826 46824
Email: office_mictech.ac.in, Website: www.mictech.edu.in



Dr.K.Michael Angelo, M.Tech, Ph.D
Associate Professor
Department of Electronics & Communication Engineering,
DVR&Dr. HS MIC College of Technology
Email : kmichaelangelo@mictech.ac.in
Phone No.:(+91)8712370640

LETTER OF RECOMMENDATION

It gives me immense pleasure in bearing testimony to the excellent character and conduct of **Ms. GINJUPALLI LIKITHA** who is interested in pursuing her academic career in your esteemed university. I only recommended students whom I feel are well suited for the program of their choice. She has been under my tutelage for the past four years. Over these years I have taught her **"WIRELESS SENSOR NETWORK"** course.

Through my observation, I would like to say that she is attentive, articulate and studious. Her ability to visualize and link together the fundamentals of each subject makes her an ideal student. Considering her tenacious, technical ambitions and her ability, I have great confidence that **LIKITHA** would occupy the apex position in the field of her interest.

She has excellent intellectual and experimental abilities from the beginning. During my interactions with her, she always amazes me with her in depth knowledge and innate ability to grasp. Her intellectual potential and sheer hard work are worthy of mentions. She showed a great deal of interest in widening her knowledge by closely interacting with the faculty and actively involving and participating in various extracurricular activities. His leadership and organizing capabilities were proved **when he was successful in conducting a project** in her last semester.

In my view above, a person of his calibre can excel in this stimulating and challenging environment of graduate research. I am certain with her dedication and motivation. She will turn into an outstanding graduate student. Hence I strongly recommended her for the Master program in your esteemed university. I wish her all the best and in case of any further queries feel free to contact me at my mail id mentioned above.




(Dr.K.Michael Angelo)

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R.
Andhra Pradesh, India - Pr

22-23
616



Dr.K Michael Angelo <kmichaelangelo@mictch.ac.in>

Nemalipuri would like you to submit a letter of recommendation.

1 message

Southern Miss Graduate Admissions <graduateschool@usm.edu>

Wed, Jan 18, 2023 at 2:01 PM

Reply-To: graduateschool@usm.edu

To: kmichaelangelo@mictch.ac.in



Dear Dr. Angelo,

Nemalipuri has recently applied to the graduate program Computer Science MS at The University of Southern Mississippi. Based on your knowledge of Naveen's academic and/or professional background, they believe you are able to evaluate their potential for success in a course of graduate study.

This is a note to ask you to complete a letter of recommendation and a short form that will be included in Naveen's application.

Please use this link to submit your recommendation:

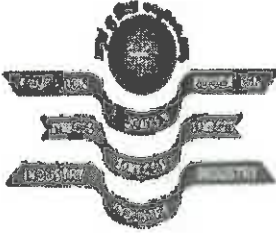
<https://graduateadmissions.usm.edu/refer/?7003481674941623>

Sincerely,

Graduate Admissions
The University of Southern Mississippi
118 College Drive #5024 | Hattiesburg, MS 39406
P: 601.266.5137 | F: 601.266.5138
Graduate School

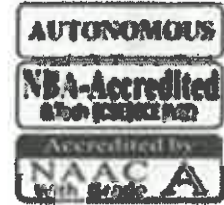

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22-23
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Kanchikacherla - 521180, NTR Dist, A.P, India.
Phone : 08678 - 273535, 273623, Fax: 08678 - 273569
E mail: dvrhsmic@micttech.ac.in, Website: www.micttech.ac.in



Dr. K. Michael Angelo M.Tech , Ph.D.,
Associate Professor
Email: kmichaelangelo@micttech.ac.in
Mobile Number: +91 8712370640

LETTER OF RECOMMENDATION

It gives me immense pleasure to send this letter of recommendation to Mr. Nimalipuri Naveen to whom I taught "Wireless Sensor Network" in his B.Tech program's final year. He is a brilliant understudy who is very honest and dedicated to his profession. He's quite excited to learn concepts relates to new realm of progress. He is a voracious learner who enjoys going beyond the theoretical realm of the subject to real world applications, and his perseverance enabled him to achieve his objectives in the laboratory sessions

He is a remarkable young man with amazing talent and extraordinary grasping ability, which enables him to prevail in the challenging situations. He excels at handling pressure while maintaining focus and leading by example, as demonstrated during his mini project. This eye for detail mentality taught him about many management strategies involved, and he emphasized on project management during his inspection. He had learnt about various significant project constraints from representatives.

He's always been a disciplined person. When we teach him new approaches, he always strives to expand the implementations of the object into a variety of important fields on order to develop new results and have a beneficial impact.

Naveen has always made the initiative to learn other courses that he believes will benefit him. Throughout his education, he has demonstrated an exceptional command of a wide range of disciplines.

Naveen has a real focus on practical knowledge and I believe your university is an obvious match for a student like him. I've found him to be really passionate about pursuing his graduate studies at a reputable university such as yours. I recommend him to your university, preferably with a suitable financial aid.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

Dr. K. Michael Angelo

22-23
ECE

Recommendation Request for Harika Malneedi

1 message

Office of Graduate Admissions <graduate@newhaven.edu>
To: rajanititag@gmail.com

Wed, Sep 28, 2022 at 12:22 PM



University of New Haven

OFFICE OF GRADUATE ADMISSIONS




Dear Dr. P,

Harika Malneedi is applying to the University of New Haven and has requested that you write a letter of recommendation on his/her behalf. To streamline this process, we offer you the ability to complete your recommendation online through our secure website. This also expedites the processing time for Harika's application, as your letter will be added to Harika's electronic file automatically.

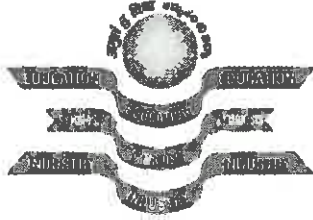
To access the University of New Haven's recommendation form, please click on the link below:

<https://graduate.newhaven.edu/refer/?3721556512434473>

Thank you for your time and consideration.

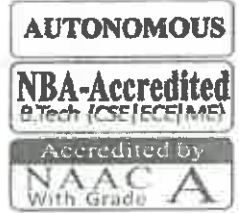

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Phones: 08678 - 273535 / 94914 57799 / 73826 16824
E mail: office@micttech.ac.in, Website: www.micttech.edu.in



Dr. P. Rajani Kumari, M Tech, PhD.

Associate Professor

Department of Electronics & Communication Engineering

DVR & Dr HS MIC College of Technology

E-Mail - rajanitatag@gmail.com

Phone No: - (+91) 7989393326

LETTER OF RECOMMENDATION

I am extremely glad that **Ms. Harika Malneedi** has decided to pursue her Masters. I had taught her course on "**Verilog Large Scale Integration**". In the learning process, I find her to be dedicated. She is a student who works with conviction.

In my view, I have found **Ms. Harika Malneedi** to be an outstanding student who is highly responsible and intelligent. She is a disciplined student who bears a pleasant disposition. Her excellent communication skills add to the impressiveness with which she delivers lectures and presents seminars. She maintains perfectness in all aspects and completes the work within the stipulated time.

She is very pleasant and shows good manners while interacting with faculty members and peers. With her excellent communication skills, she gets along with people well and she is a good team player. Her knowledge, ability and punctuality were undoubtedly the best talks presented by any student. She actively served as a volunteer at **NATIONAL WOMEN'S PARLIAMENT** on 10th, 11th and 12th Feb, 2017. On a personal note, she comes across as a very helpful and polite student.

Her intense desire to study further, to strengthen her academic proficiency and her attitude to always give her best distinguishes her from other students in her class. **Harika Malneedi** makes an excellently suitable candidate for taking up graduate studentship. I wholeheartedly recommend her for graduate studies at your esteemed institution.


PRINCIPAL
JVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180




(Dr. P. Rajani Kumari)

22.23
ECC



Dr.K Michael Angelo <kmichaelangelo@micttech.ac.in>

Recommendation Request for Shabul Shaik

2 messages

Stevens Institute of Technology <graduate@stevens.edu>
To: kmichaelangelo@micttech.ac.in

Fri, Mar 10, 2023 at 12:28 PM

STEVENS INSTITUTE OF TECHNOLOGY

Office of Graduate Admissions

Dear Dr. K,

Shabul Shaik is applying to the Stevens Institute of Technology and has requested that you write a letter of recommendation on his/her behalf. In an effort to make this process as expeditious as possible for you, we offer the ability to complete your recommendation online through our secure website. This also speeds processing for the applicant, as your letter will be added to his/her electronic file automatically.

To access the Stevens Institute recommendation form, please follow the following link:

<https://gradadmissions.stevens.edu/refer/?8706918005488330>

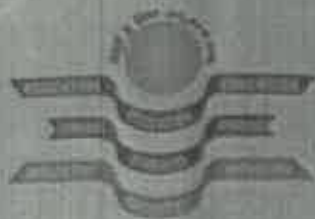
Thank you in advance for your time and consideration.

Sincerely,

Dina Iskaros
Director of Graduate Admissions
Stevens Institute of Technology
T 201 216 5319
F 888 511 1306

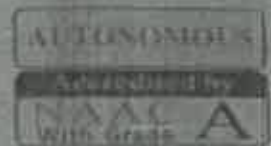

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Phone: 08578 233513 / 84454 92390 / 23426 10124
E-mail: office@micct.ac.in, Website: www.micct.ac.in



Dr. K. Michael Angelo, M.Tw, Ph.D.
Associate Professor

Department of Electronics & Communication Engineering,
DVR & Dr. HS Mic College of Technology
Email: kmichaelangelo@micct.ac.in
Phone No: (+91) 3871 2370640

LETTER OF RECOMMENDATION

It gives me immense pleasure in bearing testimony to the excellent character and conduct of **Ms. SHAIK SHABUL**, who is interested in pursuing her academic career in your esteemed university. I only recommended students whom I feel are well suited for the program of their choice. She has been under my tutelage for the past four years. Over these years I have taught her "WIRELESS SENSOR NETWORK" course.

Through my observation, I would like to say that she is attentive, articulate and studious. Her ability to visualize and link together the fundamentals of each subject makes her an ideal student. Considering her tenacious, technical ambitions and her ability, I have great confidence that she would occupy the apex position in the field of her interest.

Her intellectual prowess and capacity for experimentation are excellent. Her extensive knowledge and natural ability to understand things often astounded me when I connect with her. She is deserving of praise for her academic capacity and sheer effort. By interacting directly with the instructors and actively being involved in a variety of extracurricular activities, she demonstrated a strong desire to broaden her knowledge. In her last semester, she successfully carried out a project, demonstrating his leadership and organisational skills.

In my view above, a person of his calibre can excel in this stimulating and challenging environment of graduate research. I am certain with her dedication and motivation, she will turn into an outstanding graduate student. Hence I strongly recommended his for the Master program in your esteemed university. I wish her all the best and in case of any further queries feel free to contact me at my mail id mentioned above.




(Dr. K. Michael Angelo)


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, NTR Dist,
Andhra Pradesh, India - Pin- 521180



Dr.K Michael Angelo <kmichaelangelo@mictech.ac.in>

22-23
ECK

Recommendation Request for Lakshmi Sai Ramya Neppalli

1 message

Office of Graduate Admissions <graduate@newhaven.edu>
To: kmichaelangelo@mictech.ac.in

Thu, Aug 31, 2023 at 2:56 PM



University of New Haven

OFFICE OF GRADUATE ADMISSIONS



Dear Dr. K,

Lakshmi Sai Ramya Neppalli is applying to the University of New Haven and has requested that you write a letter of recommendation on his/her behalf. To streamline this process, we offer you the ability to complete your recommendation online through our secure website. This also expedites the processing time for Lakshmi Sai Ramya's application, as your letter will be added to Lakshmi Sai Ramya's electronic file automatically.

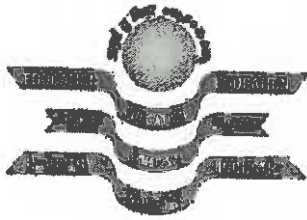
To access the University of New Haven's recommendation form, please click on the link below:

<https://graduate.newhaven.edu/refer/?9079620384360898>

Thank you for your time and consideration.

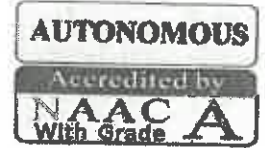
Sincerely,


PRINCIPAL
JVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



DVR & Dr. HS MIC College of Technology

ISO 9001:2015 Certified Institute
(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)
Kanchikacherla - 521180, NTR Dist, A.P, India.
Phones: 08678 - 273535 / 94914 57799 / 73826 16824
E mail: office@mictech.ac.in, Website: www.mictech.edu.in



Dr. K. Michael Angelo, M.Tech., Ph.D.

Associate Professor,

Department of Electronics and Communication Engineering,

DVR and Dr. HS MIC College of Technology,

Kanchikacherla, Andhra Pradesh.

Email: kmichaelangelo@mictech.ac.in

Phone: +91-8712370640

LETTER OF RECOMMENDATION

I am immensely pleased to recommend Ms. **LAKSHMI SAI RAMYA NEPPALLI** who is applying for the Master's program at your university. I have taught her "WIRELESS SENSOR NETWORK". As her teacher, I have found her sincere, responsible, and dedicated to her course of work.

Lakshmi Sai Ramya is one of the best students I have taught in recent years. She has shown excellent academic performance. After knowing her for past two years, she has always managed to showcase her talents. She seized my attention during her presentation on "INTERNET OF THINGS" which she had already completed in her internship.

I interacted with her a lot of times and I found her very unique because she stands out when compared to the rest of the students. I found her very creative and she has an excellent grasping power. Unique students are rare to find and when we Professors find one like her, we are happy to be the one to guide her through a particular subject and help her master it, as it will be useful for her in future projects.

Her ability to work with her counterparts and even with her seniors is exemplary. With her pleasing manners, proficiency in communicating her ideas effectively, she has established an excellent rapport with her fellow students and the faculty, She has brilliant team leader skills and also has good teaching capabilities.

Having known her as a student, I am strongly convinced that **LAKSHMI SAI RAMYA NEPPALLI** will make a significant contribution to your program. I strongly recommend her for admission to the Master's program at your prestigious university with possible financial assistance.

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180




(Dr. K. Michael Angelo)



22-23
ECE
Dr.K Michael Angelo <kmichaelangelo@mictch.ac.in>

Recommendation Request from Sushma Dodda for Pace University

1 message

Pace University Graduate Admission <admission@grad.pace.edu>

Thu, Feb 23, 2023 at 12:36 PM

Reply-To: graduateadmission@pace.edu

To: kmichaelangelo@mictch.ac.in



Dear Dr. K:

Sushma Dodda has requested that you write a letter of recommendation on behalf of their application to the MS in Computer Science program. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. Please note there is no word limit and we invite you to be as detailed as possible. To submit your recommendation, please use the link below.

This link is unique to this recommendation and should not be shared or forwarded.

[Click here to submit your recommendation.](#)

Thank you for your time and consideration.


Regards,

Office of Graduate Admission
Pace University

New York City Campus
One Pace Plaza
New York, NY 10038

www.pace.edu
800-874-PACE

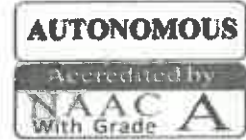
Westchester Campus
861 Bedford Road
Pleasantville, NY 10570


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DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



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Phones: 08678 - 273535 / 94914 57799 / 73826 16824
E mail: office@mictech.ac.in, Website: www.mictech.edu.in



Dr. K. Michael Angelo, M.Tech., Ph.D.
Associate Professor
Department of Electronics & Communication Engineering
DVR & Dr. HS MIC College of Technology
Kanchikacherla – 521180.
Email ID: kmichaelangelo@mictech.ac.in
Phone No:(+91)8712370640

LETTER OF RECOMMENDATION

It gives me immense pleasure in bearing testimony to the excellent character and conduct of Ms. Dodda Venkata Sushma who is interested in pursuing her academic career in your esteemed university. I only recommend students whom I feel are well suited for the program of their choice. She has been under my tutelage for the past two years. Over these years I have taught her 'Wireless Sensor Network' course.


Through my observation, I would like to say that she is attentive, articulate and studious. Her ability to visualize and link together the fundamentals of each subject makes her an ideal student. Considering her tenacious, technical ambitions and her ability, I have great confidence that Ms. Dodda Venkata Sushma would occupy the apex position in the field of her interest.

She has excellent intellectual and experimental abilities from the beginning. During my interactions with her, she always amazes me with her in depth knowledge and innate ability to grasp. Her intellectual potential and sheer hard work are worthy of mentions. She showed a great deal of interest in widening, her knowledge by closely interacting with the faculty and actively involving and participating in various extracurricular activities. Her leadership and organizing capabilities were proved when she was successful in conducting a project in her last semester.

In my view, a person of her calibre can excel in this stimulating and challenging environment of graduate research. I am certain with her dedication and motivation. Ms. Dodda Venkata Sushma will turn into an outstanding graduate student. Hence, I strongly recommend her for the Master program in your esteemed university. I wish her all the best and in case of any further queries feel free to contact me at my mail id mentioned above.




(Dr. K. Michael Angelo)


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521180

22-23
ELK



rajanitata <rajanitata@gmail.com>

Fwd: Jahnvi Ammineni 's Request for a Recommendation

1 message

Rajani Kumari P <rajanikumari@mlctech.ac.in>
To: rajanitata@gmail.com

Wed, Jan 4, 2023 at 12:20 PM

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

From: University of New Mexico Graduate Studies <no-reply@applyyourself.com>
Date: Wed, 4 Jan 2023, 11:09
Subject: Jahnvi Ammineni 's Request for a Recommendation
To: <rajanikumari@mlctech.ac.in>

NOTE: This message was previously sent on 12/30/2022 6:09:14 AM.

Dear Rajani Kumari,

You are receiving this message from University of New Mexico Graduate Studies because Jahnvi Ammineni has chosen you to provide a recommendation.

Name of Applicant : Jahnvi Ammineni
Email of Applicant : jahnviammineni771@gmail.com
Program : Electrical and Computer Engineering
Degree : MS Electrical Engineering (Non Thesis option)
Term : Fall 2023

Please note that Jahnvi Ammineni has waived his/her right to review this recommendation.

Click here to create your password and start your recommendation

If you are having difficulties with the link above, please copy and paste the text below into your browser. Make sure to include the entire text below.

----- Begin copying here -----

<https://rec.applyyourself.com/AYForgottenpassword/rp.asp?t=kAbo8KA6KE%2Fzpz9rROm1zeO6uJacHuyGJXQY5wt26yTcafjO0JCM5Q%3D%3D&cp=1>

----- End copying here -----

Your Personal Access Code is CDPYJXOFHFPRM.

NOTE: The link above automatically expires 60 days after it was generated. If you use this link after 60 days, you will be prompted to create a new link to access the online recommendation.

If you experience any technical difficulties while completing the form, please contact the Anthology Support team at support@campusmgmt.com with a description of the issue you have encountered. If you forget your password, please use the "Forgot your access code and/or password?" link found on the login screen."

Please DO NOT respond to this message with your recommendation as an attachment. Your recommendation cannot be accepted through this email address.

Thank you,
University of New Mexico Graduate Studies

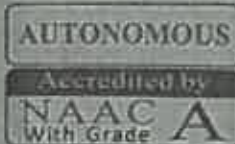
This message was sent by Anthology, on behalf of University of New Mexico Graduate Studies at the request of Jahnvi


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521190



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Phone: 08678 - 273535 / 94914 57799 / 73826 16824
Email: office@micotech.ac.in, Website: www.micotech.edu.in



Dr. Rajani Kumari
Associate Professor
Department of Electronics & Communication Engineering
DVR & Dr. HS MIC College of Technology
Kanchikacherla-521180
Mobile: +91 7989393326
Email ID: rajanikumari@micotech.ac.in

LETTER OF RECOMMENDATION

I am writing this letter in support of Ms. AmmineniJahnavi who **is a student of** Electronics and Communication Engineering at our college. In my capacity as an associate professor of the department of Electronics and Communication engineering, I have known her for the past 3 years and have found her to be an aspiring and sincere student.

I have handled the courses of "Micro Processors **and Micro** Contrölers " in which she has done exceptionally well with an excellent score. She possesses good conceptual knowledge in the subjects and methodical work has helped her in developing a broad perspective as well as mastery over fundamentals. She has an ability to voice her ideas clearly, which greatly enhances her clarity in problem solving when approached by fellow students. Her extreme interest, persistent attitude and intellectual curiosity drive her to get deeply involved in her work and excel in it.

Her major assets are her communication skills, clarity of expression and articulation. She has **the** necessary potential to achieve academic goals quite smoothly. Her consistent academic performance makes **me** easy to rate her top among her peers and she is characterized by sense of responsibility, promptness, conscientiousness, endurance and self-confidence.

In my unbiased opinion she has a rich blend of creativity and commitment required for a person who desires further studies in communication engineering. All the above qualities coupled with her pleasing demeanour, adaptability and proactive approach have convinced me to grade her among the good students. Considering her keen interest in pursuing higher studies and her preference for research oriented study, I strongly recommend her for admission into your Master's program with all possible assistance.



Rajani
(Dr. Rajani Kumari)

[Signature]
PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dist
Andhra Pradesh, India - Pin - 521180

22-23
CIT



Rajani Kumari <rajanitata9@gmail.com>

**Recommendation Request from Naga Sahith Donepudi for Lewis University
Graduate Admission**

1 message

Lewis University Office of Graduate Admission <grad@lewisu.edu>
To: rajanitata9@gmail.com

Fri, Feb 3, 2023 at 9:07 PM

Dear Dr. P.:

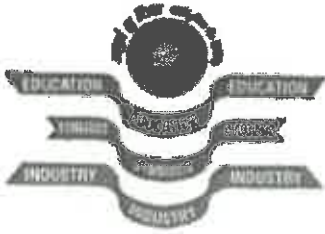
Naga Sahith Donepudi has requested that you write a letter of recommendation to Lewis University Graduate Admission on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

[Submit Recommendation](#)

Thank you for your time and consideration.

Lewis University Graduate Admission

PRINCIPAL
OVR & Dr. HS MIC College of Technology,
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



22-23 ECE

DVR & Dr. HS MIC College of Technology

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Kanchikacherla - 521140, NTR Dist, A.P, India.
Phones: 08678 - 273535 / 94914 57799 / 73826 16824
E mail: office@mictech.ac.in, Website: www.mictech.edu.in



Dr. P. Rajani Kumari
Associate Professor
Dept. of Electronics and Communication Engineering,
DVR & Dr.HS Mic College of Technology
Email: rajanitats9@gmail.com
Ph. No. + 91 7989393326

LETTER OF RECOMMENDATION

It is with great pleasure that I write this Letter Of Recommendation for Mr. Donepudi Naga Sahith. I have tutored him "Electronic Devices Circuits", "DICA" in third and final years. I was able to gauge that he has an analytical mind and is able to grasp the new things very quickly.

Mr. Sahith is always sincere and highly interested in these subjects. His dedication towards the academics was evident from his good grades in these subjects. He showed his great *dedication in the course assignment. He always found alternatives and solutions for every challenge the professor had given in the class. During this I found him to be an assiduous innovative and enthusiastic student.*

One of the qualities I really appreciate in him is his high level of involvement and enthusiasm for learning advanced topics and new software tools. Whether it is course work or any course assignment he never lacked zeal and patience. His participation in extra-curricular activities is worth mentioning. This positive attitude made him a good team player. He is highly motivated towards his career and has matured intellect. He is quite capable of handling responsibilities in any position.

I therefore, highly recommend him for his higher studies at your esteemed university.

With all the necessary aid that he deserves, I am sure that he will keep up to this potential and bring laurels to your institution. I wish him all the success in his future deeds.



Rajani
(Dr. P. Rajani Kumari)

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521140



Prasad Devarasetty <dprasad@micttech.ac.in>

University of Cincinnati Graduate Admissions Recommendation

1 message

University of Cincinnati <grad.admissions@uc.edu>
To: dprasad@micttech.ac.in

Fri, Feb 10, 2023 at 11:52 PM



Dear Mr. D,

Thank you for taking the time to write a recommendation on behalf of Akhila Mulakalapalli. Every year we receive thousands of applications for our graduate programs at University of Cincinnati. Letters of recommendation provide us with important insights about a student's leadership and academic skills and abilities, allowing our admission committees to make better-informed decisions.

University of Cincinnati seeks to recruit the best and brightest students for our graduate programs. We offer nearly 400 graduate degree and certification programs that provide students with opportunities to generate knowledge and discovery that benefit society. As a Research 1 university, University of Cincinnati offers traditional graduate degree programs as well as part-time programs for working professionals, delivered both through in-person and online modalities.

If you know of any other outstanding students that may be interested in pursuing a graduate degree or certification at University of Cincinnati, please encourage them to view UC's Majors & Programs Portal >> to learn more about the programs we offer, admission information, and program contact information.

Once again thank you for your recommendation for Akhila Mulakalapalli. We hope that we may hear from you again should you know of any other promising candidates who would benefit from graduate study at University of Cincinnati.

Sincerely,Graduate Admissions
University of Cincinnati
grad.admissions@uc.edu


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

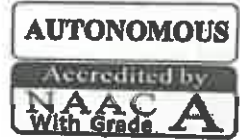
22-23
CSE

2/12/2024, 6:25 AM



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Kanchikacherla - 521180, NTR Dist, A.P, India.
Phones: 08678 - 273335 / 94914 57799 / 73826 16824
E mail: office@micttech.ac.in, Website: www.micttech.edu.in



D. Prasad
Associate Professor,
Department of Computer Science and Engineering
Email: dprasad@micttech.ac.in
Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I am writing this recommendation letter to you in support of **Ms. MULAKALAPALLI AKHILA** on her desire to be a part of your university and to seek admission for higher studies at your university. I know her for past three years as an undergraduate student and found her to be an aspiring and sincere student. I was able to determine her initiate abilities to understand the basic concept and apply them to tackle the problems associated with it.

I find her to be hard working, diligent and sincere in her efforts and feel that her practical and logical approach of handling the problems presented should be brought to your notice. Relationship with this particular student became strong when I handled subject like "**SOFTWARE ENGINEERING**". She has performed exceptionally well in the academics and in the lab as well scoring excellent grades in theory and laboratory.

Ms. MULAKALAPALLI AKHILA is quite ambitious and career driven. She works hard to achieve her goals and is committed to her work. Her ability to organize her time efficiently and her meticulous preparation will be an asset to her research team. Her self-confidence and optimistic approach to solve even the most difficult problems are worth mentioning, her systematic and focused approach has always ended in her good academic performance. Her ability to visualize and link together the fundamental of each subject marks her as an ideal student for research. She has brilliant leadership skills and competent of extracting the best out of her team.

With a good sense of foresight she has always been a foot forward to all her fellow students in all aspects of circular activities. I feel she is one of the best students and recommend her candidature for admission which gives her an opportunity to prove at your university. It is my earnest hope that you accept her application to your university.




Head of the Department
Mr. D. Prasad
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

Recommendation Request from Likitha Ratna Chakka for Rowan University

1 message

Rowan University Admissions <admissions@rowan.edu>
To: dprasad@mictech.ac.in

Tue, Jan 31, 2023 at 7:03 PM

Dear Prasad D:

Likitha Ratna Chakka has requested that you write a letter of recommendation to Rowan University on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

[Submit Recommendation](#)

Thank you for your time and consideration.

Rowan University

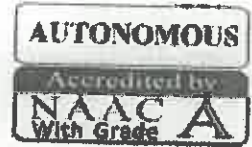

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23
CSE



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Kanchikacherla - 521180, NTR Dist. A.P, India.
Phones: 08678 - 273535 / 94914 57799 / 73826 16824
Email: office@micotech.ac.in, Website: www.micotech.edu.in



D. Prasad, M.Tech(Ph.D.)
Associate Professor & Head
Department of Computer Science and Engineering,
Email: dprasad@micotech.ac.in,
Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I am writing this recommendation letter to you in support for **Ms. Chakka Likitha Ratna** on her desire to be a part of your university and to seek admission for higher studies at your university. I have known her for the past four years during her under graduation degree in of **DVR & Dr. HS MIC College of Technology**. I have been her course mentor for the subjects "CLOUD COMPUTING" known her well during her course of study in this institute, I have the opportunity to observe and appreciate her academic caliber, as well as the versatility of her personality, and I would rank her among the 10% of the students I have taught in my experience.


Ms. Chakka Likitha Ratna has distinguished herself as one of the best students in department. She was active and diligent class participant and brings together an Engineers analytical approach, a keen grasp of basic facts coupled with Theoretical knowledge, which she applies effectively to problem solving. She is an ardent learner and likes to go beyond the theoretical purview to practical applications of her subjects. She has shown tremendous energy and boundless enthusiasm to participate, plan and organize various intra and inter collegiate events. She effectively clarifies the doubts of the students of her own class, as well as her juniors.

In a nutshell, **Ms. Chakka Likitha Ratna** is a multifaceted person with a zeal for academic, cultural and extra-curricular activities. I am confident that your esteemed university will be an ideal place for her to improve upon her existing skills through pursuing a Master's Program. I strongly recommend her for admission to the graduate program with financial assistance.




D. Prasad

Head of the Department
Dept. of Computer Science & Engg
DVR & Dr. HS MIC College of Technology,
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

Thank you for submitting a recommendation to CSU

1 message

Colorado State University Graduate Admissions <gradadmissions@colostate.edu>
To: dprasad@mictech.ac.in

Thu, Mar 23, 2023 at 1:09 PM

COLORADO STATE UNIVERSITY | GRADUATE ADMISSIONS

Dear Mrs. Devarasetty,

Thank you for your submitting a recommendation for Damodar Kamilli.

Colorado State is committed to a comprehensive application review process designed to create a community with diverse perspectives, strengths, and ambitions. The comments you provided about Damodar's character qualities, accomplishments, and potential will be valuable as we make our decision.

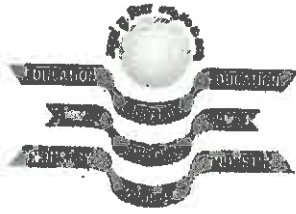


Graduate Admissions, Colorado State University, Fort Collins, CO 80523
(970) 491-6909 | gradadmissions@colostate.edu


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

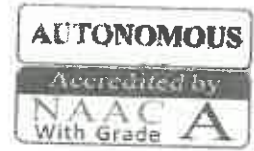
22-23
UE

2/12/2024, 6:30 AM



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MIC College of Technology

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Kanchikacherla - 521180, NTR Dist, A.P, India.
Phones: 08678 - 273535 / 94914-57799 / 73826 16824
E mail: office@mictech.ac.in, Website: www.mictech.edu.in



Dr. V. Srilakshmi, M.Tech, Ph.D
Associate Professor
Department of Computer Science and Engineering,
E Mail: srilakshmiv@mictech.ac.in
Mobile Number: +91 9550538945

LETTER OF RECOMMENDATION

I take immense pleasure to recommend Mr. KAMMILI DAMODAR for his admission in your esteemed school. He has learned the subject "DATABASE MANAGEMENT SYSTEMS" under my guidance and supervision. It is during this period that I observed his enthusiasm and zeal to learn these subjects. He is one of the most conscientious and eloquent student. Concerned about his studies he is always indubitable.

Mr. KAMMILI DAMODAR always studious and interested in these subjects. His dedication towards the academics is sublime and is evident from her excellent grades in this subject. He is a diligent and hardworking student. He is very quick at grasping concepts. He has consistently performed well in the class and has a good understanding of the fundamentals along with a strong desire to learn and enrich his knowledge.

I greatly admire him for having the desire to understand even complex subjects that are not included in the curriculum. As one of the top students in the class, he has distinguished himself. He has a wide range of innovative thoughts and is a good observer and quick learner.

He has shown his spontaneity, sheer knowledge and ability to grasp quickly during the class hours which are dedicated to seminars related to this subject. He has good academic career and has shown a pragmatic approach towards his studies. I find him to be a dedicated and industrious student. This can be demonstrated by his academic performance and I am very confident that he will excel in his higher studies and he will be a prospect for the future of your university.



V. Sai M.
Dr. V. Srilakshmi

AS
PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

You have been requested to complete a recommendation letter for SAI MEGHANA BANDALAMUDI

1 message

SAI MEGHANA BANDALAMUDI <salmeghana306@gmail.com>
To: "dprasad@mictech.ac.in" <dprasad@mictech.ac.in>

Thu, Aug 4, 2022 at 4:14 PM



Dear Prasad D,

You are receiving this message from the University of Alabama at Birmingham Graduate School because SAI MEGHANA BANDALAMUDI has chosen you to provide a recommendation for their application.

You may access the recommendation form and upload a letter of recommendation by using the link below.

COMPLETE RECOMMENDATION

The recommendation requires both a likert scale evaluation as well as an uploaded letter of recommendation. Thank you in advance for your timely recommendation and please do not hesitate to contact us if you have any questions.

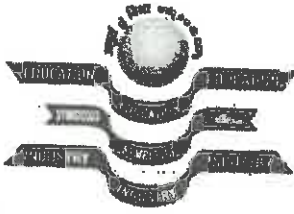
Sincerely,
The UAB Graduate School Admissions Team

Application Number: APP-769522	Start Term and Year: Spring 2023
Program: MS in Computer Science	Recommendation Requested Date: 8/4/2022


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin 515 100

22-23
CSE

2/11/2024, 4:46 PM



DVR & Dr. HS
MIC College of Technology

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Kanchikacherla - 521180, Krishna Dist. A.P. India.
Phone: 08678 - 273535, 273623. Fax: 08678 - 273569
E mail: officemictech@gmail.com. Website: www.mictech.ac.in



D. Prasad
Associate Professor,
Department of Computer Science and Engineering,
Email: dprasad@mictech.ac.in
Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I am pleased to recommend Ms. **BANDALAMUDI SAI MEGHANA** for the master's program in your university. I have known her from last 4 years. She is one of the most promising students I have come across.

She has been my student in "SOFTWARE ENGINEERING" in 6th semester. During the period of my association with her I was able to gauge her innate abilities to understand the basic concepts and apply them to tackle the problems associated with it. I'm fully confident about the knowledge in her graduation and I would rate her among the top 10% within the class of 59 students.

As a student she was dedicated to her assignments given to her and finished them on time. She was always been a hard worker and I am impressed with her quick perception and in her reproduction of concepts. Her application is praiseworthy. Perseverance, sincerity and thirst for knowledge have always been the hallmark of her personality.

She has also taken seminars in our college. Proficiency in English through knowledge of the subject coupled with the style of her teaching in a clear and lucid manner made her seminars very interesting and informative. She also has the rare quality of time management and strikes the right balance between her academic and personal commitments. Her maturity, competence and ability to work diligently indicate that she can perform well these strengths and co-operative nature. I firmly believe you would make her a successful candidate for pursuing higher studies in your university.

With full confidence in her abilities, I personally have a strong feeling that Ms. **BANDALAMUDI SAI MEGHANA** is a deserving personality for masters at your esteemed University along with a suitable financial support.




D. Prasad

Head of the Department
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.A. Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>


Recommendation Request from Manoj Kumar Sankuru for Florida Institute of Technology


1 message

Florida Tech <admission@fit.edu>
To: dprasad@mictech.ac.in

Sat, Jan 14, 2023 at 12:34 PM




PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikachera, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521160


2/10/2024, 11:17 PM

Dear Prasad D:

Manoj Kumar Sankuru has requested that you write a letter of recommendation to Florida Institute of Technology for the **MS Computer Science** program.

In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

Please click here: <https://admissions.fit.edu/refer/?8452959045834004> to complete the recommendation.

Personal Message from Manoj Kumar: Please Respond

Thank you for your time and consideration.

Florida Institute of Technology


Contact Us

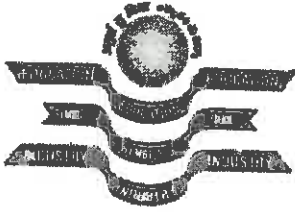


Florida Institute of Technology
150 W. University Blvd.
Melbourne, FL 32901
Email | (321) 674-8030

Rankings & Accolades
The Office of Title IX
Accreditation & Memberships
Notice of Non-Discrimination

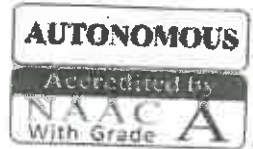
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Andhra Pradesh, India - Pin: 521180



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Phones: 08678 - 273535 / 94914 57799 / 73826 16824.
E mail: office@mictech.ac.in, Website: www.mictech.edu.in



D. Prasad

Associate Professor and Head
Department of Computer Science and Engineering,
Email: dprasad@mictech.ac.in
Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I am writing to you in support of Mr. Sankuru Manoj Kumar and his desire to attend your university for doing Master's program. I have assessed him in the subject "Software Engineering". I think some of my observations are worth mentioning while I pen down my letter recommending him to study at your university.

To begin with, he is a perky class participant and brings together an engineer's analytical approach, a keen grasp of basic facts. He is a self-starter and likes to go beyond the theoretical point of view, to the practical application of subjects. Other than the stipulated work in class, he has taken up several other initiatives. His equal commitment and sincerity towards his studies and extracurricular activities impressed me immensely.

Mr. Sankuru Manoj Kumar possesses a very fine personality for which he is liked by one and all in the department, with his friendly disposition, he can fit into any team. He has a theoretically well-backed approach to solving problems, which clearly displays his innovative and experimental skills. His understanding of concepts with ease makes him an ideal candidate for any kind of work.

He is an ambitious and career-oriented person who believes in reality and completing the work meticulously. He keeps himself updated on the latest developments and goes through which was evident from the technical discussions and interviews I had with him. I am confident that he will continue to display the same commitment and diligence. Hence, I strongly recommend him for admission into your university. I wish him all the best in his future.




D. Prasad


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

Head of the Department
Dept. of Computer Science & Engg.
DVR S. Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180.



Prasad Devarasetty <dprasad@micttech.ac.in>

Recommendation Submitted for Pallavi Alaparathi

1 message

University of Memphis Graduate Admissions <graduateadmissions@memphis.edu> Mon, Feb 27, 2023 at 8:27 PM
To: dprasad@micttech.ac.in



Greetings!

Thank you for submitting your recommendation of Pallavi Alaparathi. We have notified Pallavi Alaparathi that your recommendation was received.

Best,

The Graduate School | The University of Memphis



Carnegie R1 Institution | U.S. News & World Report Top Tier Public University | NCAA Division I



The University of Memphis | Graduate School
Memphis, TN 38152 | 901.678.3685

We respect your right to privacy. View our [privacy policy](#).

The University of Memphis is an AA/EEO employer and does not discriminate on the basis of race, color, national

Handwritten signature
PRINCIPAL
JVR & Dr. HS MIC College of Technology
Kanchikachera, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

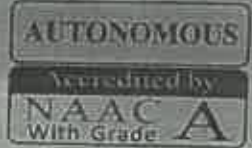
2/12/2024, 6:08 AM

22-23
CSE



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MIC College of Technology

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Phones: 08678 - 273535 / 94914 57799 / 73826 16824
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



D. Prasad

Head of the Department

Department of Computer Science and Engineering

E mail: dprasad@mictech.ac.in

Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I am writing this recommendation letter to you in support of **Ms. ALAPARTHI PALLAVI** on her desire to be a part of your university and to seek admission for higher studies at your university. As a head of the department I know her for past four years as an undergraduate student and found her to be an aspiring and sincere student. I was able to determine her initiate abilities to understand the basic concept and apply them to tackle the problems associated with it.

Relationship with this particular student became strong when I handled subject like "**SOFTWARE ENGINEERING**". She has performed exceptionally well in the academics and in the lab as well scoring excellent grades in theory and laboratory.


Ms. ALAPARTHI PALLAVI is quite ambitious and career driven. She works hard to achieve her goals and is committed to her work. Her ability to organize her time efficiently and her meticulous preparation will be an asset to her research team. Her self confidence and optimistic approach to solve even the most difficult problems are worth mentioning, her systematic and focused approach has always ended in her good academic performance. Her ability to visualize and linking the fundamentals of each subject makes her as an ideal student for research. She has brilliant leadership skills and competent of extracting the best out of her team.

With a good sense of foresight she has always been a foot forward to all her fellow students in all aspects of circular activities. I feel she is one of the best student and recommend her candidature for admission which gives her an opportunity to prove at your university. It is my earnest hope that you accept her application to your university with financial assistance.


D. Prasad

Head of the Department
Dept. of Computer Science & Engg
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180.




PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

Rice University - Recommendation received

1 message

Rice University Graduate and Postdoctoral Studies <gradsys@rice.edu>
To: dprasad@mictech.ac.in


Thu, Sep 8, 2022 at 10:36 PM

Dear Mr. D,

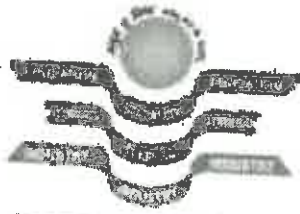
We have successfully received your letter of recommendation for Raja Ranjith Kumar Asileti to Rice University.

Thank you for your time and consideration.

Rice University


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DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23
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Phone: 08678 - 275533, 275623, Fax: 08678 - 275666
E-mail: officem@micct@gmail.com Website: www.micctech.ac.in



D. Prasad

Associate Professor,

Department of Computer Science and Engineering,

Email: dprasad@micctech.ac.in

Mobile Number: +91 9440428638.

LETTER OF RECOMMENDATION

I am highly pleased to recommend **Mr. ASILETI RAJA RANJITH KUMAR** for a Master's in your esteemed university. I have taught him "SOFTWARE TESTING METHODOLOGY" and "SOFTWARE ENGINEERING". He always has a positive attitude towards studies. As per my observation, he is attentive, intellectual, and intelligent.

I found him a good listener, hardworking and active partner in class discussions. During three years of acquaintance with him, the remarkable quality that impressed me was his analytical thinking. He quickly understands the basic principles and concepts from his academic subjects and tries to implement them at the earliest. He has shown great interest by venturing beyond the scope of the matter. His inquisitive mind, analytical skills, and good interpretation skills will significantly facilitate research work at your university.

Apart from his studies, he is good at organizing activities and events. His excellent interpersonal skills make him quickly get along with classmates and teachers. He is emotionally mature and stable. He has excellent proficiency in English, which makes him express his ideas and thoughts clearly.

Judging from the above aspects, I can confidently state that **Mr. ASILETI RAJA RANJITH KUMAR** possesses the necessary qualities of passion, dedication, determination, and intellect to meet the graduate program requirements at your esteemed university. I highly recommend him for the Master's program at your reputed institution. I am optimistic that he can complete the course. I would be happy to provide you with any further information you require about him.


D. Prasad


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikachera, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@micttech.ac.in>

Thank you for submitting your Letter of Recommendation

1 message


Northern Arizona University <help@applyweb.com>
To: dprasad@micttech.ac.in

Thu, Mar 16, 2023 at 10:01 PM

Dear Prasad D,

Your Recommendation has been received for sai sri bolla.

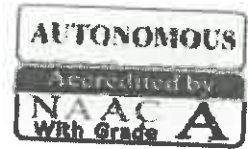
Thank you for your information.


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D. Prasad
Head & Associate Professor
Department of Computer Science and Engineering
Email-dprasad@micotech.ac.in
Phone number: +91 9440428638

LETTER OF RECOMMENDATION

I am delighted to recommend **Ms. SAI SRI BOLLA**. As a Head of the Computer Science and Engineering Department at DVR & Dr. HS MIC College of Technology, I have known her for four years of her under-graduation at our college. My appraisal of her application for graduate studies is based on my acquaintance with her.

I have been able to gauge her strengths and abilities. She has a terrific ability to draw on her experiences and develop thoughtful opinions on a variety of issues. I taught her "SOFTWARE ENGINEERING". She is an individual with good subject involvement. She is a keen observer and a quick grasper with a wide range of innovative ideas.

Ms. SAISRI BOLLA is driven by inspiration, assimilated by new ideas, and guided by strong fundamentals. She has an ardency for technological innovations in the contemporary world. This is visible in the field she chose for her academic project. She could converse fluently and very coherently and was successful in explaining her points clearly in project presentations.

To sum up, I would like to say **Ms. SAISRI BOLLA** is a hardworking, courteous individual, who in my opinion is well suited for research. Her aptitude which combines perseverance, commitment, and creativity will certainly make her a valuable member of your institution. I strongly recommend her candidature and will be glad to entertain any further communication in this regard.




(D. Prasad)

Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchiacherla, NTR Dist.
Andhra Pradesh, India - Pin: 521180.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchiacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23
CSE



Prasad Devarasetty <dprasad@mictech.ac.in>

Recommendation Submission for Durga Prasad Tirupala

1 message

Pace University Graduate Admission <admission@grad.pace.edu>
Reply-To: graduateadmission@pace.edu
To: dprasad@mictech.ac.in

Wed, Aug 31, 2022 at 9:19 PM



Dear Mr. D,

We have successfully received your letter of recommendation for Durga Prasad Tirupala to Pace University.

Thank you for your time and consideration.


Regards,

Office of Graduate Admission
Pace University

New York City Campus
One Pace Plaza
New York, NY 10038

www.pace.edu
800-874-PACE

Westchester Campus
861 Bedford Road
Pleasantville, NY 10570


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
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22-11-23 CIE

2/10/2024, 11:13 PM



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E mail: office@micotech.ac.in, Website: www.micotech.edu.in



D. Prasad
Head of the Department,
Department of Computer Science and Engineering.
Email: dprasad@micotech.ac.in
Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I am highly pleased to recommend **Mr. TIRUPALA DURGA PRASAD** for a Master's in your esteemed university. He has been my student incapacity of his academic guide and mentor. I have taught him "SOFTWARE TESTING METHODOLOGY". He always has a positive attitude towards studies. As per my observation, he is attentive, intellectual, and intelligent.

I found him a good listener, hardworking and active partner in class discussions. During three years of acquaintance with him, the remarkable quality that impressed me was his analytical thinking. He quickly understands the basic principles and concepts from his academic subjects and tries to implement them at the earliest. He has shown great interest by venturing beyond the scope of the matter. His inquisitive mind, analytical skills, and good interpretation skills will significantly facilitate research work at your university.

Apart from his studies, he is good at organizing activities and events. His excellent interpersonal skills make him quickly get along with classmates and teachers. He is emotionally mature and stable. He has excellent proficiency in English, which makes him express his ideas and thoughts clearly.

Judging from the above aspects, I can confidently state that **Mr. TIRUPALA DURGA PRASAD** possesses the necessary qualities of passion, dedication, determination, and intellect to meet the graduate program requirements at your esteemed university. I highly recommend him for the Master's program at your reputed institution. I am optimistic that he can complete the course. I would be happy to provide you with any further information you require about him.




D. Prasad

Head of the Department
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, NTR Dist.
Andhra Pradesh, India - Pin 521180


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

Recommendation Received by Kent State University

1 message

Kent State University, Graduate Admissions <gradapps@kent.edu>
To: dprasad@mictech.ac.in

Sun, Feb 5, 2023 at 10:25 PM



Hi Mr. D,

We successfully received your letter of recommendation for Priyanka Jamallamudi to Kent State University for the Data Science program.

Kent State continually seeks to add to our graduate community. If you know any other students who might be a good fit for any of our programs, please consider having them reach out to our office.

Graduate Admissions is here to help students find the right program for them, guide them through the application process and connect them with our award-winning faculty. We can be reached at 330-672-2444 or gradapps@kent.edu.

Thank you for your time and consideration.

Kent State University



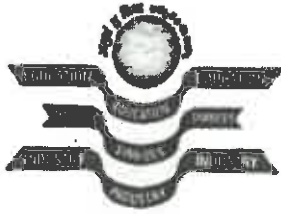
CONTACT

800 E. Summit St., 161 Schwartz Center
Kent, OH 44242
330-672-2444
gradapps@kent.edu


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

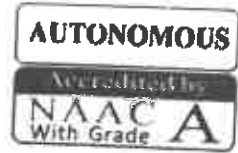
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2/12/2024, 6:06 AM



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E mail: office@mictech.ac.in, Website: www.mictech.edu.in



D. Prasad
Head of the Department,
Department of Computer Science and Engineering,
Email: dprasad@mictech.ac.in
Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

It gratifies me to give this letter of recommendation to **Ms. JAMALLAMUDI PRIYANKA**. I was faculty for the subjects "SOFTWARE ENGINEERING" and "SOFTWARE TESTING METHODOLOGIES". During my interaction with her in the class, I observed that she is inquisitive and urges to gain an in-depth knowledge in all aspects

Ms. JAMALLAMUDI PRIYANKA was a very sincere student and displayed sufficient motivation to excel in a research kind of environment. The reason I say this is because she always took initiative to learn more about the subject. She would come up with intelligent and issue-based questions in class that reflected that she would have done her homework on the subject properly. Her assignments were precise, well supported, organized, and timely and showed her liking towards practical implementations. This was evident from several lab assignments she worked on. During the Software Testing lab sessions, she always tried something new apart from her class work. She never gave up when she was stuck at something, she would try hard until she gets the right solution. Her ability to work with counter parts and even with her seniors is exemplary. With her pleasing manners, proficiency in communicating her ideas effectively, she has established an excellent rapport with her fellow students and the faculty. She has brilliant team leader skills and is competent of extracting the best out of her team members. Her performance in the course has been superior, impressing me with her commitment to learn and think innovatively. She is a student with self-reliance and good levels of self-confidence.

Apart from scoring good grades in her exams she actively participated in the departmental fests that were conducted. This proves that she has aptitude for co-curricular and extra-curricular record. She was part of many social service activities. She has also illustrated competent leadership qualities while organizing various technical and non-technical events at department and college level.

Ms. JAMALLAMUDI PRIYANKA has discussed with me her interest in master's program. With her background and work experience, I feel that she does have the right aptitude to excel in any graduate level program. She would definitely prove to be a valuable contributor to the projects and work going on at your university. I strongly recommend her to your program for admissions and also for financial assistance.




D. Prasad

Head of the Department
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180.


PRINCIPAL
JVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mlctech.ac.in>

Lewis University Graduate Admission
1 message

Lewis University Office of Graduate Admission <grad@lewisu.edu>
To: dprasad@mlctech.ac.in

Fri, Apr 7, 2023 at 11:29 PM

Dear Dr. D:

We have successfully received your letter of recommendation for Praveen Pathi to Lewis University Graduate Admission . Thank you for your time and consideration.

Lewis University Graduate Admission


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikachera, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

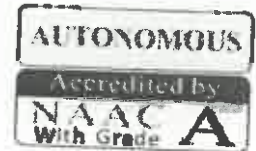
22-23
CSE

2/12/2024, 6:07 AM



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E-mail: office@mictech.ac.in. Website: www.mictech.edu.in



D. Prasad
Associate Professor,
Department of Computer Science and Engineering,
Email: dprasad@mictech.ac.in
Mobile Number: +91 9440428638


LETTER OF RECOMMENDATION


I take immense pleasure to recommend Mr. PATHI PRAVEEN, into your prestigious institution. My association with him has given me a Sample scope to assess his capabilities very closely, both academically and personally. As an Associate Professor of Department of Computer Science & Engineering. I have known him very well and during his undergraduate studies, I had an opportunity to closely interact with him. During his studies, I had taught him the subject "SOFTWARE ENGINEERING" where I came to know this person who showed keen interest in the subject and curiosity to learn.

He is a steady understudy with a serious level of inspiration and responsibility. He can become familiar with the complexities of the subjects of his specialization just as subjects which are interdisciplinary. He has consistently been standard in his work and has shown a characteristic tendency towards the functional part of the subject. He has shown distinct fascination for study hall conversations and his enthusiasm to find out about the subject and persistence to test and learn makes his an ideal individual for exploration and assignments requiring unique musings. I rate his in top 10% among the understudies of his group.

He has been curious and has exhibited superb force of perception. I'm exceptionally dazzled with the colossal measure of assurance and devotion he shows towards finding out more and concentrating for this. His great relational abilities have assisted his with producing solid associations with individual understudies and different individuals from our staff. All in all, I have discovered his to be an understudy with enormous potential to surpass.

Generally speaking, I am sure that PATHI PRAVEEN with his earnestness, assurance and commendable scholarly capacities would end up being a resource for your college. Besides, his scholarly capability will contribute altogether to research and in this way I firmly suggest him for graduate examinations at your regarded college with the conceivable monetary assistantship.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180


D. PRASAD
Head of the Department
Dept. of Computer Science & Engg
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

Priyanka Mallela Recommendation Received

1 message

University of Bridgeport <admit@bridgeport.edu>
To: dprasad@mictech.ac.in

Wed, Aug 31, 2022 at 9:54 PM

Dear Mr. Prasad,

We have successfully received your letter of recommendation for Priyanka Mallela.

Thank you for your time and consideration.

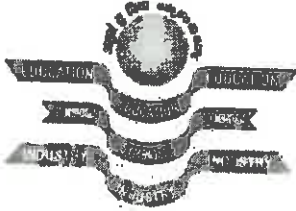
Sincerely,

Office of Admissions
University of Bridgeport


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

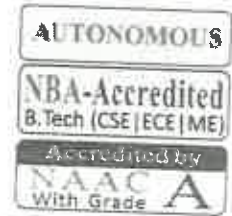
2/12/2024, 6:05 AM

2L-27
CJE



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Phone: 08678 - 273535, 273623. Fax: 08678 - 273569
E mail: officemicttech@gmail.com. Website: www.micttech.ac.in



D. Prasad

Associate Professor,

Department of Computer Science and Engineering.

Email: dprasad@micttech.ac.in

Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I take immense gratification in presenting my student Ms. MALLELA PRIYANKA who is zealous to pursue higher studies at your institution. She has pursued her Engineering course under my superintendence and hence I consider myself to be decisively placed to reckon her predilection and endowments. She is a very profound and diligent student with sufficient inspiration to overshadow in her chosen field of studies. I have known Ms. MALLELA PRIYANKA for a good period of four years during which, I taught her "DATA STRUCTURES" and "DESIGN AND ANALYSIS OF ALGORITHMS" in her third and sixth semesters respectively. As head and associate professor of computer science department, I work with many students who have sizeable knowledge of computer science.

She is sedulous student with a high degree of motivation. Her ability to organize her time efficiently and her meticulous preparation will be an asset to the research team. I have found her to be a student with high intellect and keen analytical thinking. Her self-assurance and optimistic approach to solve even the most difficult problems are worth mentioning. She has superb problem-solving skills. During discussion of the case studies, she was highly potent in applying the course material in analysing the problem situations. Each year I heed that only a few outstanding students offer a unique perspective and really embrace their enlightenment of subject matter.

Ms. MALLELA PRIYANKA evinced her oral articulateness in the discussion sections of case studies that were an integral part of the computer science course. She explained her views very succinctly and gave analytical arguments that were both explicit and compelling. She continues to impress me with her knowledge, skill and dedication to her work. I am sure you will find her to be a student whose talents will only shine further through your graduate program.


D. Prasad



Head of the Department
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

Recommendation Request from Rajeswari Gampa for Kent State Unlversity
1 message

Kent State University <admissions@kent.edu>
To: dprasad@mictech.ac.in

Thu, Sep 1, 2022 at 3:21 PM



Hi Prasad D,

Rajeswari Gampa has requested that you write a letter of recommendation to Kent State University on their behalf.

In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below.

[Submit Recommendation](#)

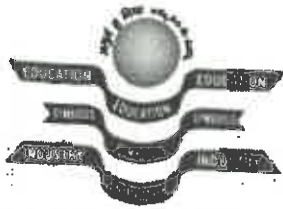
This link is unique to this recommendation and should not be shared or forwarded.

Thank you for your time and consideration.

Kent State University


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23
LSE
2/11/2024, 4:56 PM



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Kanchikacherla - 521180, Krishna Dist, A.P, India.
Phone: 08678 - 273535, 273623, Fax: 08678 - 273569
E mail: officemictech@gmail.com, Website: www.mictech.ac.in



D. Prasad
Associate Professor,
Department of Computer Science and Engineering,
Email: dprasad@mictech.ac.in
Mobile Number: +91 9440428638


LETTER OF RECOMMENDATION

As the Associate Professor of Department of Computer Science Engineering, it gives me great pleasure to write this recommendation letter for Ms. GAMPA RAJESWARI. I have been her course mentor for the subject "OPERATING SYSTEMS" known her well during her course of study in this institute, I have the opportunity to observe and appreciate her academic caliber, as well as the versatility of her personality, I would rank her among the 5% of the students I have taught in my experience.

Ms. GAMPA RAJESWARI has distinguished herself as one of the best students in department. She was active and diligent class participant and brings together an Engineers analytical approach, a keen grasp of basic facts coupled with Theoretical knowledge, which she applies effectively to problem solving. She is an ardent learner and likes to go beyond the theoretical purview to practical applications of her subjects. She has shown tremendous energy and boundless enthusiasm to participate, plan and organize various intra and inter collegiate events. She effectively clarifies the doubts of the students of her own class, as well as her juniors.

In a nutshell, Ms. GAMPA RAJESWARI is a multifaceted person with a zeal for academic, cultural and extra-curricular activities. I am confident that your esteemed Institution will be an ideal place for her to improve upon her existing skills through pursuing a Post Graduation Program. I strongly recommend her for admission to the graduate program with financial assistance.


D. Prasad


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

Recommendation Submission for Rama Sita Mallareddy

1 message

Pace University Graduate Admission <admission@grad.pace.edu>
Reply-To: graduateadmission@pace.edu
To: dprasad@mictech.ac.in

Fri, Jan 20, 2023 at 9:34 PM



Dear Mr. D,

We have successfully received your letter of recommendation for Rama Sita Mallareddy to Pace University.

Thank you for your time and consideration.


Regards,

Office of Graduate Admission
Pace University

New York City Campus
One Pace Plaza
New York, NY 10038

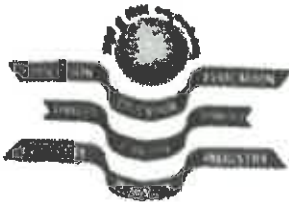
www.pace.edu
800-874-PACE

Westchester Campus
861 Bedford Road
Pleasantville, NY 10570


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DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

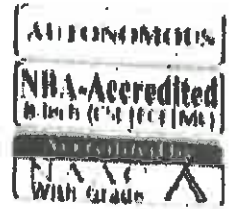
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CSE

2/11/2024, 4:55 PM



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Kanchikacherla - 521180, NTR Dist, A.P, India.
Phones: 08678 273333 / 04914 517997 / 08678 16824
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



D. Prasad, M.Tech(Ph.D.),
Associate Professor & HOD,
Department of Computer Science and Engineering,
Email: dprasad@mictech.ac.in
Mobile Number: +91 944042863

LETTER OF RECOMMENDATION

I am delighted to recommend Miss. RAMASITA MALLAREDDY, who is interested in pursuing her Masters at your esteemed university. As a faculty of Computer Science & Engineering Department of DVR and Dr. HS MIC College of Technology, I have known her for four years of her under-graduation at our college. My appraisal of her application for graduation studies is based on my acquaintance with her.

I have been able to gauge her strengths and abilities. She has a terrific ability to draw on his experiences and develop thoughtful opinions on a variety of issues. I taught her "DATA STRUCTURES" and "SOFTWARE TESTING METHODOLOGIES". She has a good hold on the above subjects. She is an individual with good subject involvement and her systematic approach is evident from her exceptional aptitude in engineering profession. Her technical knowledge is no doubt an asset to her.

Miss RAMASITA MALLAREDDY is driven by inspirations, incorporated by new ideas and guided by strong fundamentals. She has ardency for technological innovations in the contemporary world. This is clearly visible by the field she choose for her academic projects. She could converse fluently and very coherently and was successful in explaining her points clearly in project presentations. She has got the potential to perform well in a highly competitive atmosphere.

In short, I would like to say Miss. RAMASITA MALLAREDDY is a hardworking, courteous individual, who in my opinion is well suited for research. Her aptitude that combines perseverance, commitment and creativity will certainly make her a valuable member of your institution. I strongly recommend her candidature and will be glad to entertain any further communication in this regard.



A. Prasad
D. Prasad

Head of the Department
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180.

[Signature]
PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

Raviteja Pola's recommendation

1 message

Clark University Graduate Admissions <gradadmissions@clarku.edu>
Reply-To: gradadmissions@clarku.edu
To: dprasad@mictech.ac.in

Wed, Sep 7, 2022 at 3:14 PM



Dear Mr. D.,

Raviteja Pola has submitted an application to Clark University's graduate admissions office and has notified us that you will be providing a recommendation. In order to simplify this process for you, we offer the ability to submit your recommendation online.

To provide your recommendation, please use our secure website. From there, you will be able to either use our recommendation form, upload your own document, or both. If you are unable to click the hyperlink in this email, you can access the webpage here: <https://gradapply.clarku.edu/refer/?2051593274532305>.

If there is any way we can be of assistance, please don't hesitate to reply to this email or give us a call at 508-793-7373. Thank you in advance for your time and consideration in recommending Raviteja.

Sincerely,

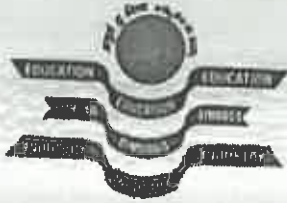
Graduate Admissions Office

Graduate Admissions Office
Clark University, 950 Main Street, Worcester MA 01610-1477, U.S.A.
1-508-793-7373 | gradadmissions@clarku.edu


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
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cst

2/11/2024, 4:54 PM



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Phone: 08678 - 273535 / 94914 57799 / 73826 16824
E mail: office@mictech.ac.in, Website: www.mictech.edu.in



D. Prasad
Associate Professor,
Department of Computer Science and Engineering.
Email: dprasad@mictech.ac.in
Mobile Number: +91 9440428638


LETTER OF RECOMMENDATION

It is with immense pleasure that I would like to recommend one of my students Mr. Raviteja Pola, who is applying to your esteemed University to pursue his Master's Program. As his professor, in the 1st semester, I taught him 'Computer Programming' and was able to script about him.

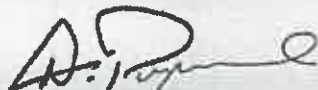
Mr. Raviteja Pola is an exceptionally talented individual with a diverse range of abilities that immediately distinguish him from his contemporaries. He has participated and excelled in lot of seminars conducted by different departments across the institution. I observed his organizational skills, communication skills, enthusiasm, and adaptability through his presentations and seminars at the institution, which provides him an added benefit over his peers. He is also capable of performing practical tasks independently as well as extending good collaborative interactions. He gets along well with his teachers, mentors and fellow students. His conceptual ability along with his creative attitude is exhibited both in and out of the classroom.

He also has remarkable problem-solving skills coupled with a very good analytical ability. He regularly brought up new ideas and innovative concepts with his fellow students, revealing his inquisitiveness and urge to learn more. He has done a good amount of hands on projects and showcased them on institutional level events. I was intrigued by his ability to interpret theoretical knowledge into practical understanding. His competence and efficiency are proved by his academic and extracurricular activities and I can assess him to be among one of the top students I have taught. He is one of the two students who got placed in an MNC in software industry from mechanical engineering background. This shows his curiosity in learning things apart from his academics.

I regard him as having a great chance of being an outstanding graduate student. I am confident that he will continue to succeed in his higher studies also. He has my highest endorsement for admission into his desired course at your esteemed university, preferably with financial aid.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180




D. PRASAD
Head of the Department
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180.



Prasad Devarasetty <dprasad@mictech.ac.in>

Your GradCAS recommendation was submitted

1 message

gradcas@liaisoncas.com <gradcas@liaisoncas.com>
To: dprasad@mictech.ac.in

Mon, Feb 13, 2023 at 11:27 AM



Hi Prasad,


Thank you for submitting your recommendation of Sahithi Divya Cherukuri. We have notified Sahithi Divya Cherukuri that your recommendation was submitted.

Please refer to the Letters by Liaison Help Center for more information or contact Customer Service.

Thanks,

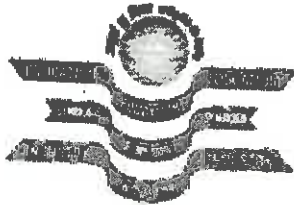
GradCAS Customer Service
letters@liaisoncas.com

Please do not reply to this automated message.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Di.
Andhra Pradesh, India - Pin: 521100

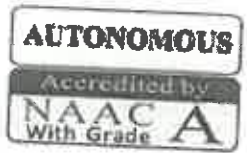
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2/11/2024, 4:50 PM



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E mail: office@mictech.ac.in, Website: www.mictech.edu.in



D.Prasad
Associate Professor
Department of Computer Science and Engineering
DVR & Dr.HS MIC College of Technology
Kanchikacherla
Email Id : dprasad@mictech.ac.in
Contact number: +91 9440428638

LETTER OF RECOMMENDATION

It is my immense pleasure to support Cherukuri Sahithi Divya's candidature to your institution for masters at your university. Currently, I hold the designation of Head of the Department, Computer Science and Engineering in DVR & Dr.HS MIC College of Technology. I am associated with her as a mentor for the Final Capstone Project in the 8th semester and as a course instructor. Apart from being a mentor, I also taught her subjects like "Advanced Data Structures", "Database Management Systems". During this tenure, I noticed her to be extremely dedicated and diligent as she constantly strives for excellence in every task she takes up.

Being a faculty member and HOD, I had always encountered positive feedback from fellow professors. Her achievements in my classes were indicative of her caliber as a student. She was very inquisitive and enthusiastically participated in classroom discussions. She went beyond the requirements for her assignments every time, highlighting her deep interest in the field. She continuously proved her ability to lead a team through collaboration, sharing ideas and encouraging her peers.


Sahithi Divya is well recognized among the juniors. She actively guides them in their studies or projects whenever they approach her. She is always calm and composed, so everyone always loved to interact with her. I was also impressed with her time management skills. She is always on time for her classes and never failed to meet any deadlines. Despite having multiple assignments to complete in a semester, she neither delays the submissions nor asks for extra time.

She has substantial knowledge in Object Oriented Programming Language, Data Management Systems, Web Technologies, and AWS Cloud. This was demonstrated by the work she did in her internship "AWS Virtual Cloud" and she is playing a role of team leader in the major Project of the last semester.

It does not come to me as a surprise that after four years of pursuing bachelors, she is still eager to pursue Master's. I strongly recommend Sahithi Divya for her post graduate studies in your institution. Her keen desire to explore and learn will take her far ahead in life. I wish her all the best for her graduate studies. Please feel free to contact me in case you have any queries regarding this recommendation.


PRINCIPAL
JVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt,
Andhra Pradesh, India - Pin- 521180




(D.Prasad)
Head of the Department
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt,
Andhra Pradesh, India - Pin- 521180



Prasad Devarasetty <dprasad@micttech.ac.in>

Recommendation Requested

1 message

Michigan Tech Graduate Admissions <gradadms@mtu.edu>
Reply-To: gradadms@mtu.edu
To: dprasad@micttech.ac.in

Thu, Dec 15, 2022 at 7:03 PM

Dear Prasad D,

Sai Teja Vegi has applied for Graduate School admission in the Computer Science Master's program for Fall 2023 at Michigan Technological University. In order to help us determine if the applicant will succeed in attaining an advanced degree from Michigan Tech, the applicant has requested that you provide a letter of recommendation. **We ask that you use the link below to provide your recommendation, do not reply to this email.**

Personal message from Sai Teja: Respected sir,
Please submit my online letter of recommendation

To complete their request and provide a recommendation as soon as possible, please visit: <https://go.mtu.edu/refer/?7038554356368608>

Thank you,
Michigan Tech Graduate Admissions

Michigan Technological University
1400 Townsend Dr.
Houghton, MI 49931
www.mtu.edu/gradschool
Phone: (906) 487-2327
Fax: (906) 487-2284


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DVR & Dr. HS MIC College of Technology
Kenchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-12
C/S

2/10/2024, 11:19 PM



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E mail: office@mictech.ac.in, Website: www.mictech.edu.in



D. Prasad
Associate Professor,
Department of Computer Science and Engineering,
Email: dprasad@mictech.ac.in
Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I feel very contented recommending Mr. VEGI SAI TEJA to your esteemed institution. He had a good rapport with the faculty during his interaction with the department in his undergraduate program. He is extremely diligent and accomplished a consistent academic record. I taught him "WEB TECHNOLOGIES" course. I had observed him to be resourceful and good in practical sessions.

His keen interest towards the subject and punctuality in the submissions shows his determination and dedication towards his career. He is an active listener with tremendous problem-solving ability. He is one among those who thinks in all possible directions. He is very methodical in his work and possesses good analytical skills. Whenever he is skeptical about the topic, he clarifies it at that instant which benefits his peers too. Also, at times I would find him helping his batch members.

Apart from his theoretical knowledge, Mr. VEGI SAI TEJA also exhibited his empirical proficiency through his lab course work. Also, he participates frequently in various extracurricular activities such as sports, cultural events, etc. which represents his all-round development. He is an extrovert person who can easily gel with the people around, a quality with which he can mingle in any team easily.

Looking as a whole, I see him as a person who possesses all the qualities an individual should have. As your university encourages talent, a student like Mr. VEGI SAI TEJA with innate and extrinsic skill set when given a chance, will excel in his work and be an asset to the institution.

D. Prasad
Head of the Department
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180




PRINCIPAL
JVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

Recommendation Request from Sai Krishna Gorrepati for Governors State University

1 message

Governors State University <admission@govst.edu>
To: dprasad@mictech.ac.in

Wed, Nov 2, 2022 at 11:26 AM

Dear Mr. Prasad:

Sai Krishna Gorrepati has requested that you write a letter of recommendation to Governors State University on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

[Submit Recommendation](#)

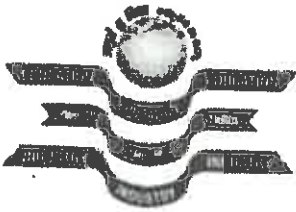
Thank you for your time and consideration.

Governors State University


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Pin: 521180

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CE

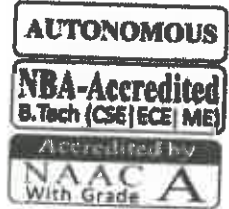
2/10/2024, 11:18 PM



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Kanchikacherla - 521180, Krishna Dist, A.P, India.
Phone: 08678 - 273535, 273623, Fax: 08678 - 273569
E mail: officemictch@gmail.com, Website: www.mictech.ac.in



D. Prasad
Associate Professor,
Department of Computer Science and Engineering,
Email: dprasad@mictech.ac.in
Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I feel very contented recommending Mr. GORREPATI SAIKRISHNA to your esteemed institution. He had a good rapport with the faculty during his interaction with the department in his undergraduate program. He is extremely diligent and accomplished a consistent academic record. I taught him "ADVANCED DATA STRUCTURES" course. I had observed him to be resourceful and good in practical sessions.


His keen interest towards the subject and punctuality in the submissions shows his determination and dedication towards his career. He is an active listener with tremendous problem-solving ability. He is one among those who thinks in all possible directions. He is very methodical in his work and possesses good analytical skills. Whenever he is skeptical about the topic, he clarifies it at that instant which benefits his peers too. Also, at times I would find him helping his batch members.

Apart from his theoretical knowledge, Mr. GORREPATI SAIKRISHNA also exhibited his empirical proficiency through his lab course work. Also, he participates frequently in various extracurricular activities such as sports, cultural events, etc. which represents his all-round development. He is an extrovert person who can easily gel with the people around, a quality with which he can mingle in any team easily.

Looking as a whole, I see him as a person who possesses all the qualities an individual should have. As your university encourages talent, a student like Mr. GORREPATI SAIKRISHNA with innate and extrinsic skill set when given a chance, will excel in his work and be an asset to the institution.




PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180


D. Prasad
Head of the Department
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@micttech.ac.in>

New Jersey Institute of Technology
1 message

NJIT University Admissions <admissions@njit.edu>
To: dprasad@micttech.ac.in

Thu, Mar 16, 2023 at 9:48 PM

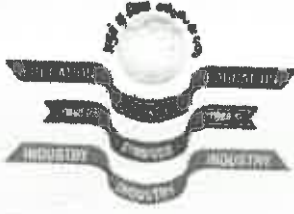
Dear Mr. D:

We have successfully received your letter of recommendation for Som Sekhar Burada to New Jersey Institute of Technology. Thank you for your time and consideration.

New Jersey Institute of Technology


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

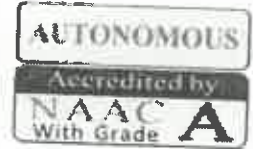
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CE



DVR & Dr. HS

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E mail: office@micotech.ac.in, Website: www.micotech.edu.in



D. Prasad

Associate Professor,

Department of Computer Science and Engineering,

Email: dprasad@micotech.ac.in

Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I have known **Mr. SOM SEKHAR BURADA** for the past four years which enabled me to assess his both academically and on a personal level. He is among the few students who can channelize their effort towards their goals. He was under my tutelage for subjects "SOFTWARE ENGINEERING".

His organized approach and constructive attitude set him apart from others. He is also held in good esteem by many other faculty members. I can confidently vouch for his sincerity, integrity and soundness of his Judgment. His analytical skills are very good and he is excellent at communicating his ideas. His enthusiasm to learn new topics and gain insight into the subject emphasizes his highly ambitious nature and incessant zeal to make innovative advances. His zeal for learning is intriguing.

Maintaining steadfast commitment and persistent hard work, he was able to score excellent grades consistently. As a Head of the Department I am always aware of **Mr. SOM SEKHAR BURADA's** achievements in both academic and extracurricular activities, he represented our college in various inter college competitions and received various appreciations for his achievements. His practical knowledge about subjects like cloud, data structures, data mining and operating systems is excellent.

I view him as a student who has the right attitude and aptitude to further his studies in a highly research oriented ambience. Given the opportunity, I believe that he will be benefited from the program that he has chosen at your university. I strongly recommend **Mr. SOM SEKHAR BURADA** for an admission into your esteemed university with possible financial assistantship and I wish him good for future.


D.PRASAD


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

Recommendation Received for Vanitha Nallani

1 message

Office of Graduate Admissions <graduate@newhaven.edu>
To: dprasad@mictech.ac.in

Mon, Feb 27, 2023 at 8:31 PM



University of New Haven

OFFICE OF GRADUATE ADMISSIONS



Greetings,

We have received your recommendation for Vanitha Nallani for the University of New Haven. Thank you for submitting this recommendation on Vanitha's behalf.

Kind Regards,

Office of Graduate Admissions
University of New Haven

Office of Graduate Admissions | 300 Boston Post Road | West Haven, Connecticut, U.S.A.
www.newhaven.edu | graduate@newhaven.edu | UNewHavenGrad | +1(203)932.7440


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

2/10/2024, 11:08 PM

22-27
CE



DVR & Dr. HS

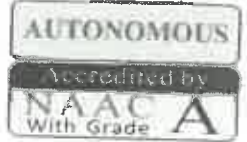
MIC College of Technology

ISO 9001:2015 Certified Institute

(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)
Kanchikacherla - 521180, NTR Dist, A.P, India.

Phones: 08675 - 273535 / 94914 57799 / 73826 16824

E mail: office@micotech.ac.in, Website: www.micotech.edu.in



D. Prasad

Head of the Department

Department of Computer Science and Engineering

E mail: dprasad@micotech.ac.in

Mobile Number: --01 9440428638

LETTER OF RECOMMENDATION

I am writing this recommendation letter to you in support of Ms.NALLANI VANITHA on her desire to be a part of your university and to seek admission for higher studies at your university. As a head of the department I know her for past four years as an undergraduate student and found her to be an aspiring and sincere student. I was able to determine her initiate abilities to understand the basic concept and apply them to tackle the problems associated with it.

Relationship with this particular student became strong when I handled subject like "SOFTWARE ENGINEERING". She has performed exceptionally well in the academics and in the lab as well scoring excellent grades in theory and laboratory.

Ms.NALLANI VANITHA is quite ambitious and career driven. She works hard to achieve her goals and is committed to her work. Her ability to organize her time efficiently and her meticulous preparation will be an asset to her research team. Her self confidence and optimistic approach to solve even the most difficult problems are worth mentioning. Her systematic and focused approach has always ended in her good academic performance. Her ability to visualize and linking the fundamentals of each subject makes her as an ideal student for research. She has brilliant leadership skills and competent of extracting the best out of her team.

With a good sense of foresight she has always been a foot forward to all her fellow students in all aspects of circular activities. I feel she is one of the best student and recommend her candidature for admission which gives her an opportunity to prove at your university. It is my earnest hope that you accept her application to your university with financial assistance.


D. Prasad

Head of the Department
Dept. of Computer Science & Engg
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Di
Andhra Pradesh, India - Pin: 521180




PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Di.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

University of Missouri-Kansas City

2 messages

University of Missouri-Kansas City <admissions@umkc.edu>
To: dprasad@mictech.ac.in

Mon, Dec 12, 2022 at 10:36 PM

Dear Prasad D.:

We have successfully received your letter of recommendation for Venkata Kanaka Durga Grandhi to University of Missouri-Kansas City. Thank you for your time and consideration.

University of Missouri-Kansas City

University of Missouri-Kansas City <admissions@umkc.edu>
To: dprasad@mictech.ac.in

Mon, Dec 12, 2022 at 10:54 PM

Dear Prasad D. :

We have successfully received your letter of recommendation for Sindhuja Vaka to University of Missouri-Kansas City. Thank you for your time and consideration.

University of Missouri-Kansas City


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22.2.3
CSF

2/10/2024, 11:08 PM



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Phones: 08674 - 273335 / 43914 57799 / 73826 16824
E-mail: office@micotech.ac.in. Website: www.micotech.edu.in



D. Prasad M.Tech (Ph.D),
Associate Professor,
Department of Computer Science and Engineering,
Email: dprasad@micotech.ac.in
Phone: 9440428638

LETTER OF RECOMMENDATION

I feel happy to write this letter of recommendation for **Ms. VENKATA KANAKA DURGA GRANDHI** who is an energetic young woman with commitment towards academics, cultural, and extra curricular activities. As faculty member of the Department of Computer Science & Engineering, I have known her very well and during her undergraduate studies, I had an opportunity to interact with her. During her studies, I had taught her the subject "**COMPUTER PROGRAMMING**" where I came to know this person who showed keen interest in the subject and curiosity to learn.

To begin with, **Ms. VENKATA KANAKA DURGA GRANDHI** has been an engaging member of the class. Her cheerful and fun-filled attitude is complimented with eagerness to help her fellow classmates. Her positive attitude led her to cultivate many interpersonal skills which she showed during organizing events in the department. She is one of the highly intellectual students in her class. She outshined in leading teams in both academic and extra-curricular activities. She always uses to lead teams and her distinctive communication skills made her express freely and clearly, which helped her to communicate her leadership nature. Her sincerity and hardworking nature are noteworthy.

I recommend this student to your university and with all my observations, I am sure that she will be successful in her career. I wish her all success and growth.




(D. Prasad)


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla N T.R. Dt.
Andhra Pradesh. India - Pin: 5



Prasad Devarasetty <dprasad@mictech.ac.in>

Recommendation Request from Sai Shanmukha Varun Ponugoti for Saint Peter's University

1 message

Saint Peter's University <gradadmit@saintpeters.edu>

Reply-To: gradadmit@saintpeters.edu

To: dprasad@mictech.ac.in

Thu, Mar 9, 2023 at 2:02 PM

Dear Mr. D,

Sai Shanmukha Varun Ponugoti has requested that you write a letter of recommendation to Saint Peter's University on their behalf for the MS In Data Science program. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

<https://admissions.saintpeters.edu/refer/?7693230368160852>

Thank you for your time and consideration.

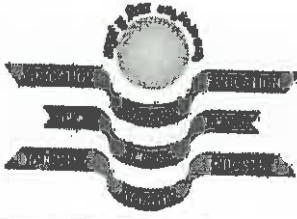
Sincerely,

Office of Graduate Admission
Saint Peter's University
The Jesuit University of New Jersey
2641 John F. Kennedy Boulevard
Jersey City, New Jersey 07306
p: (201) 761-6470
f: (201) 435-5270


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikachera, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521180

22-23
CSK

2/10/2024, 11:06 PM



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MIC College of Technology

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Phone: 08678 - 273535, 273623, Fax: 08678 - 273569
E.mail: officemictech@gmail.com, Website: www.mictech.ac.in



D. Prasad M.Tech (Ph.D.)
Associate Professor,
Department of Computer Science and Engineering,
Email: dprasad@mictech.ac.in
Phone: +919440428638

LETTER OF RECOMMENDATION


I have known Mr. SAI SHANMUKHA VARUN PONUGOTI for the past four years which enabled me to assess his both academically and on a personal level. He is among the few students who can channelize their effort towards their goals. He was under my tutelage for subjects "SOFTWARE ENGINEERING" and "CLOUD COMPUTING".

He organized approach and constructive attitude set him apart from others. He is also held in good esteem by many other faculty members. I can confidently vouch for his sincerity, integrity and soundness of his Judgement. His analytical skills are very good and he is excellent at communicating his ideas. His enthusiasm to learn new topics and gain insight into the subject emphasizes his highly ambitious nature and incessant zeal to make innovative advances. His zeal for learning is intriguing.

Maintaining steadfast commitment and persistent hard work, he was able to score excellent grades consistently. As the Head of the Department, I am always aware of his achievements in both academic and extracurricular activities. He represented our college in various inter college competitions and received various appreciations for his achievements. His practical knowledge about subjects like data structures, data mining and operating systems is excellent.

In view his as a student who has the right attitude and aptitude to further his studies in a highly research-oriented ambience. Given the opportunity, I believe that he will be benefited from the program that he has chosen at your university. I strongly recommend Mr. SAI SHANMUKHA VARUN for an admission into your esteemed university with possible financial assistantship and I wish him all the best for his future.


PRINCIPAL
JVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180


D. PRASAD,
Head of the Department
Dept of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

Recommendation Request for Venkata Bhanu Prasad Unnam to Illinois Institute of Technology

1 message

Illinois Tech Recommendation Request <grad.recommend@iit.edu>
To: "dprasad@mictech.ac.in" <dprasad@mictech.ac.in>

Tue, Oct 11, 2022 at 7:38 PM

ILLINOIS TECH

Graduate Admission

Discover. Create. Solve.



Dear Prasad Devarasetty,

I have started an application to the Master in Information Technology and Management program at Illinois Institute of Technology, College of Computing and request a letter of recommendation from you. My application will be reviewed within the next two weeks and I would greatly appreciate if you could complete my recommendation in this time frame.

Guidelines for Letters of Recommendation

Letters of recommendation should include the following:

- A testament to the applicant's skills, academic ability, and potential for graduate-level studies.
- Specific examples of how the applicant's skills, academic ability, and potential for graduate-level studies have successfully prepared them for their chosen field of study.

Please complete your recommendation by providing examples of support through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

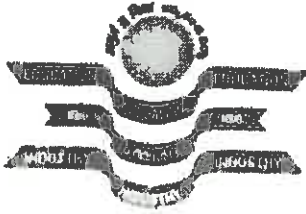
[Submit Recommendation Here](#)

If you have any questions about the recommendation process, please feel free to contact us at admissions@iit.edu or 312.567.3020.

Thank you for your time and support!

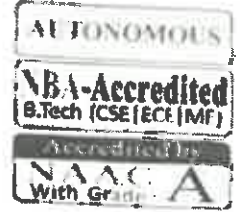

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 52

22-23
CSE
2/12/2024, 6:27 AM



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Kanchikacherla - 521180, NTR Dist, A.P, India.
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E mail: office@mictech.ac.in, Website: www.mictech.edu.in



D Prasad
Associate Professor & Head
Department of Computer Science Engineering,
DVR & Dr. HS MIC College of Technology,
Email: dprasad@mictech.ac.in.
Contact: +91 9440428638

LETTER OF RECOMMENDATION

I feel privileged to write about the potential of Unnam Venkata Bhanu Prasad for an admission into graduate program at your prestigious university. I was his mentor right from the beginning of his undergraduate study. I instructed him in "C Programming" which has given me ample scope to assay his abilities very closely, both academically and personally.

He is a conscientious worker and his ability to manage time effectively and efficiently always proves advantageous to his peers. Despite being from Mechanical stream, he showed a keen interest in deep computer fundamentals and is well versed in C, Java and SQL and has an excellent knowledge of web technologies. He is very diligent and constantly strives for deeper understanding of the subjects.


He maintains a very good rapport with his instructors and fellow students. He is very confident, very optimistic and never waits for opportunities rather creates them. He is a very active participant in the class discussions. His presentations of reports and seminars have been very good, indicating impressive communication skills and good command over the English language. I found him highly motivated to do graduate studies and research. He has a rare blend of top writing and interpersonal skills.

I feel that his diligence and pragmatic analysis represent him competency towards research. Hence, I strongly recommend him to be considered as the potential candidate for admission to the graduate program in your esteemed university with full financial assistance. I wish him all the success in his pursuits of academic advancements and career.




D PRASAD

Head of the Department
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Kakinada Dt.
Andhra Pradesh, India - Pin: 521180.


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

Recommendation Confirmation for Nizamuddin Shaik

1 message

UAB Graduate School <gradschool@reach.uab.edu>

Thu, Feb 2, 2023 at 9:42 AM

Reply-To: UAB Graduate School <reply-fe9a15777166037d75-276_HTML-179638041-515008206-721@reach.uab.edu>

To: dprasad@mictech.ac.in

Web Version



Dear Prasad D,

Thank you for taking the time to provide a recommendation on behalf of Nizamuddin Shaik. This email serves as your confirmation that it was successfully submitted.

Sincerely,

The UAB Graduate School Admissions Team

Application Number: a0Q4V00000U5VTpUAN	Start Term and Year: Fall 2023
Program: MS in Computer Science	Recommendation Completed Date: Feb 01, 2023




PRINCIPAL
 DVR & Dr. HS MIC College of Technology
 Kanchikacharla, Jt.
 Andhra Pradesh, India - Pin: 521180

2/12/2024, 6:16 AM

22-23 LIC



DVR & Dr. HS
MIC College of Technology
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Kanchikacherla-521180, NTR Dist. A.P, India.
Tel.No : 08678-27333/9491-457799/7382616824
Website : www.mictech.edu.in



Dr.D. Prasad
Associate Professor & HOD,
Department of Computer Science and Engineering,
Email: dprasad@mictech.ac.in
Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I am writing to you in support of Mr. NIZAMUDDIN SHAIK and his desire to attend your university for doing Master's program. I have assessed him in the subject "SOFTWARE ENGINEERING". I think some of my observations are worth mentioning while I pen down my letter recommending him to study at your university.

To begin with, he is a perky class participant and brings together an engineer's analytical approach, a keen grasp of basic facts. He is a self-starter and likes to go beyond the theoretical point of view, to the practical application of subjects. Other than the stipulated work in class, he has taken up several other initiatives. His equal commitment and sincerity towards his studies and extracurricular activities impressed me immensely.

Mr. NIZAMUDDIN SHAIK possesses a very fine personality for which he is liked by one and all in the department, with his friendly disposition, he can fit into any team. He has a theoretically well-backed approach to solving problems, which clearly displays his innovative and experimental skills. His understanding of concepts with ease makes him an ideal candidate for any kind of work.

He is an ambitious and career-oriented person who believes in reality and completing the work meticulously. He keeps himself updated on the latest developments and goes through which was evident from the technical discussions and interviews I had with him. I am confident that he will continue to display the same commitment and diligence. Hence, I strongly recommend him for admission into your university. I wish him all the best in his future.



Dr.D. Prasad



PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

Head of the Department
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mlctech.ac.in>

Sai Sandeep Vadlamudi Recommendation Received

1 message

University of Bridgeport <admit@bridgeport.edu>
To: dprasad@mlctech.ac.in

Sat, Oct 15, 2022 at 8:39 PM

Dear Mr. Prasad,

We have successfully received your letter of recommendation for Sai Sandeep Vadlamudi.

Thank you for your time and consideration.

Sincerely,

Office of Admissions
University of Bridgeport


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23
LSE

2/10/2024, 11:22 PM



DVR & Dr. HS
MIC College of Technology

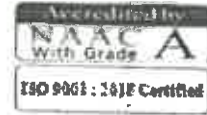
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Tel.No : 08678-273535/9491457799/7382616824

Website : www.mictech.edu.in



Dr.D. Prasad

Associate Professor & HOD,

Department of Computer Science and Engineering,

Email: dprasad@mictech.ac.in

Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I am contented to endorse this letter of recommendation in favor of **Mr. SAI SANDEEP VADLAMUDI** who is keen to pursue higher studies at your institution. I know him for the past four years as an undergraduate student, where I had taught him the courses in the field like **COMPILER DESIGN** in 7th semester and have been instructor for laboratory courses like **"COMPUTER NETWORKS"** in 6th semester.

Aesthetic programming skills, perseverance and tenacity to complete the work assigned in him. His keen insight into the learning process and innovative thinking made him participate in various technical symposiums conducted in the college. He is an intelligent, hardworking student with excellent creative and observation skills. He can carry out practical work independently and also extended good cooperation in teamwork. He has also worked under my supervision in organizing lab and Department works.

High grasping power and ability to reason logically seem to come naturally to him. His manners are quite pleasing and he has a natural drive to come up with solutions for problems since he has a sound knowledge of the concepts taught in class. He is enthusiastic during discussions and his interest is evident through the projects and assignments that he undertakes. He is willing to go ahead and get a comprehensive picture of things, rather than acquiring a surface understanding.

On associating with him, I have found him to be attentive and enthusiastic during discussions and his interest is evident through the projects and assignments that he undertakes. His ability to convince people has always impressed me. Good communication and organizational skills help him to be at the forefront of organizing seminars. Undoubtedly, he will be a course of inspiration for others.

Considering his academic excellence and effective communication skills, I rank him among the top 10% of the students of his class. I recommend him in the strongest terms for admission to the Graduate Program at your University preferably with financial aid.

Dr.D. Prasad

Head of the Department
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180.

PRINCIPAL

DVR & Dr. HS MIC College of Technology

Kanchikacherla, N.T.R. Dt.

Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@micttech.ac.in>

Leela Satya Swetha Ejjada's Request for Recommendation to Graduate Study at George Mason University

1 message

George Mason University Graduate Admissions <masongrad@gmu.edu>
To: "dprasad@micttech.ac.in" <dprasad@micttech.ac.in>

Wed, Sep 28, 2022 at 3:17 PM

Dear Prasad,

Leela Satya Swetha Ejjada is applying to the Computer Science - MS program at George Mason University and would like to request that you submit a brief recommendation as part of their application.

To make a recommendation, please use this link

If you have any questions or concerns, please don't hesitate to reach out to us (masongrad@gmu.edu). Please note that this e-mail and associated link are unique to your e-mail address. Please do not forward this e-mail.

Thank you for your time.

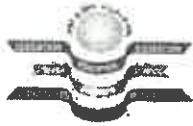
George Mason University - Graduate Admissions

****Please do not respond to this automated email. For any questions, please reach out to the applicant directly.****

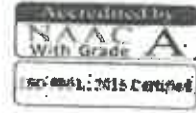

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2/10/2024, 11:13 PM



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Website : www.mictech.edu.in



Dr.D. Prasad
Associate Professor & HOD,
Department of Computer Science and Engineering,
Email: dprasad@mictech.ac.in
Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I am writing this recommendation letter to you in support of **Ms. LEELA SAI SWETHA EJJADA** on her desire to be a part of your university and to seek admission for higher studies at your university. I know her for past four years as an undergraduate student and found her to be an aspiring and sincere student. I was able to determine her initiate abilities to understand the basic concept and apply them to tackle the problems associated with it.

Relationship with this particular student became strong when I handled subjects like "ADVANCED DATA STRUCTURES" and "DATABASE MANAGEMENT SYSTEM". She has performed exceptionally well in the academics and in the lab as well scoring excellent grades in theory and laboratory.

Ms. LEELA SAI SWETHA EJJADA is quite ambitious and career driven. She works hard to achieve her goals and is committed to her work. Her ability to organize her time efficiently and her meticulous preparation will be an asset to her research team. Her self confidence and optimistic approach to solve even the most difficult problems are worth mentioning, her systematic and focused approach has always ended in her good academic performance. Her ability to visualize and link together the fundamental of each subject marks her as an ideal student for research. She has brilliant leadership skills and competent of extracting the best out of her team.

With a good sense of foresight she has always been a foot forward to all her fellow students in all aspects of circular activities. I feel she is one of the best students and recommend her candidature for admission which gives her an opportunity to prove at your university. It is my earnest hope that you accept her application to your university with financial assistance.


Dr.D. Prasad


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521180

Head of the Department
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India – Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

Venkata Sai Rahul Teja Kancharla Recommendation Received

1 message

University of Bridgeport <admit@bridgeport.edu>
To: dprasad@mictech.ac.in

Sat, Oct 15, 2022 at 9:04 PM

Dear Mr. Prasad,

We have successfully received your letter of recommendation for Venkata Sai Rahul Teja Kancharla.

Thank you for your time and consideration.

Sincerely,

Office of Admissions
University of Bridgeport

PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India – Pin: 521150

22-23
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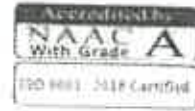
2/11/2024, 4:59 PM



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MIC College of Technology

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Tel.No : 08678-273535/9491457799-7382616824
Website : www.mictech.edu.in



Dr.D. Prasad

Associate Professor & HOD,

Department of Computer Science and Engineering,

Email: dprasad@mictech.ac.in

Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I am writing to you in support of **Mr. VENKATA SAI RAHUL TEJA KANCHARLA** and his desire to attend your university for doing Master's program. I have assessed him in the subject "**DATA STRUCTURES THROUGH C**". I think some of my observations are worth mentioning while I pen down my letter recommending him to study at your university.

To begin with, he is a perky class participant and brings together an engineer's analytical approach, a keen grasp of basic facts. He is a self-starter and likes to go beyond the theoretical point of view, to the practical application of subjects. Other than the stipulated work in class, he has taken up several other initiatives. His equal commitment and sincerity towards his studies and extracurricular activities impressed me immensely.

Mr. VENKATA SAI RAHUL TEJA KANCHARLA possesses a very fine personality for which he is liked by one and all in the department, with his friendly disposition, he can fit into any team. He has a theoretically well-backed approach to solving problems, which clearly displays his innovative and experimental skills. His understanding of concepts with ease makes him an ideal candidate for any kind of work.

He is an ambitious and career-oriented person who believes in reality and completing the work meticulously. He keeps himself updated on the latest developments and goes through which was evident from the technical discussions and interviews I had with him. I am confident that he will continue to display the same commitment and diligence. Hence, I strongly recommend him for admission into your university. I wish him all the best in his future.


Dr.D. Prasad


PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

Head of the Department
Dept. of Computer Science & Engng.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mlctech.ac.in>

Recommendation request from Yuva Adithya Sammeta for the University of Illinois Springfield

1 message

University of Illinois Springfield <admissions@uis.edu>
To: dprasad@mlctech.ac.in

Fri, Apr 21, 2023 at 5:42 PM



Dear Mr. D:

Yuva Adithya Sammeta has requested that you write a letter of recommendation to The University of Illinois Springfield on his/her behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

Submit Recommendation

Thank you for your time and consideration.

Office of Admissions
University of Illinois Springfield

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DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

22-23
CSE

2/10/2024, 11:02 PM



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MIC College of Technology
AUTONOMOUS
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Kanchikacherla-521180, NTR Dist. A.P. India.
Tel.No : 08678-273535-9491457799/7382616824
Website : www.mictech.edu.in



Dr.D. Prasad
Associate Professor & HOD,
Department of Computer Science and Engineering,
Email: dprasad@mictech.ac.in
Mobile Number: +91 9440428638

LETTER OF RECOMMENDATION

I am writing to you in support of Mr. ADITHYA SAMMETA and his desire to attend your university for doing Master's program. I have assessed him in the subject "SOFTWARE ENGINEERING". I think some of my observations are worth mentioning while I pen down my letter recommending him to study at your university.

To begin with, he is a perky class participant and brings together an engineer's analytical approach, a keen grasp of basic facts. He is a self-starter and likes to go beyond the theoretical point of view, to the practical application of subjects. Other than the stipulated work in class, he has taken up several other initiatives. His equal commitment and sincerity towards his studies and extracurricular activities impressed me immensely.

Mr. ADITHYA SAMMETA possesses a very fine personality for which he is liked by one and all in the department, with his friendly disposition, he can fit into any team. He has a theoretically well-backed approach to solving problems, which clearly displays his innovative and experimental skills. His understanding of concepts with ease makes him an ideal candidate for any kind of work.

He is an ambitious and career-oriented person who believes in reality and completing the work meticulously. He keeps himself updated on the latest developments and goes through which was evident from the technical discussions and interviews I had with him. I am confident that he will continue to display the same commitment and diligence. Hence, I strongly recommend him for admission into your university. I wish him all the best in his future.

Dr.D. Prasad


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Andhra Pradesh, India - Pin: 521180

Head of the Department
Dept. of Computer Science & Engg.
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt.
Andhra Pradesh, India - Pin: 521180.

2/9/24, 10:58 AM

DVR & Dr H S MIC College of Technology Mall - Recommendation Request for Manasa Challagolla

22-13
CSE



Ashok Vardhan G <ashokvardhan@mictech.ac.in>

Recommendation Request for Manasa Challagolla

1 message

Office of Graduate Admissions <graduate@newhaven.edu>
To: ashokvardhan@mictech.ac.in

Mon, Apr 3, 2023 at 11:11 AM



University of New Haven

OFFICE OF GRADUATE ADMISSIONS



Dear Dr. Garrikmukku,

Manasa Challagolla is applying to the University of New Haven and has requested that you write a letter of recommendation on his/her behalf. To streamline this process, we offer you the ability to complete your recommendation online through our secure website. This also expedites the processing time for Manasa's application, as your letter will be added to Manasa's electronic file automatically.

To access the University of New Haven's recommendation form, please click on the link below:

<https://graduate.newhaven.edu/refer/?2106278992344210>

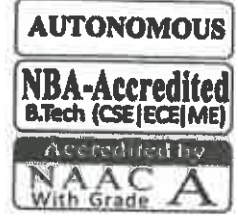
Thank you for your time and consideration.


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E mail: office@micttech.ac.in, Website: www.micttech.edu.in



Dr. Ashok Vardhan Garikimukku
MA, M.Phil., Ph.D,
UGC NET & APSET qualified
Associate Professor of English
Department of Basic Engineering
Email : ashokvardhan@micttech.ac.in
Phone no : (+91) 9703201817

LETTER OF RECOMMENDATION

It gives me a sense of great happiness to write this letter of recommendation for Ms. Challagolla Manasa who is intending to pursue masters at your prestigious university. Based on my association with her for three years as her professor of the subjects titled Soft Skills and 'Effective Technical Communication', I can vouch for her abilities and focused sense of direction in life.

Manasa is a studious student with a rare ability of logical and intuitive thinking. She is a talented and intelligent student. She enjoys the ability to comprehend, conceptualize and analyze a state of affairs. In my regular interaction with her, I have found her to be diligent, dedicated and meticulous in her approach. She takes part in extracurricular activities besides excelling in academics.

I would like to conclude that she is a person who gives utmost importance to her works and works on them with a robust work ethic and discipline. I strongly recommend that you give her a chance to prove her competence in the world of Computer Science. I am certain she will make you proud with her industriousness and commitment.



Ashok Vardhan
(Dr. Ashok Vardhan Garikimukku)

AS
PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R. Dt.
Andhra Pradesh, India - Pin: 521180

2/9/24, 11:00 AM

DVR & Dr H S MIC College of Technology Mail - Please submit your recommendation

22-23
CSE



Ashok Vardhan G <ashokvardhan@micttech.ac.in>

Please submit your recommendation

1 message

Northern Arizona University <help@applyweb.com>
To: ashokvardhan@micttech.ac.in

Sat, Apr 1, 2023 at 6:08 PM

Dear Dr.G Ashok,

Jaya Naga Sai Sreeneela Ponnamp has requested that you submit a recommendation form on their behalf.

Note: This applicant has waived the right to view your recommendation.

Please go to the following web address to access the recommendation system. Returning users will be greeted by their name and asked to log in to their account. New users will be prompted to create an account by choosing a password before proceeding to the recommendation form.

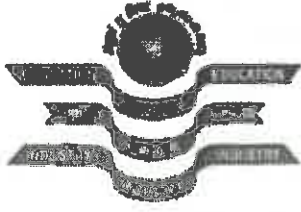
<http://www.applyweb.com/lor?token=4mpvOU4gUt5SnLghilYkUcXsplJNi7wuL1680352573>

If you experience technical difficulty with the recommendation form, please follow this link to check the frequently asked questions or contact CollegeNET support:

https://www.applyweb.com/public/input?s=helprec&p=1&HELP_APP_CODE=NAUGLOR

Thank you!

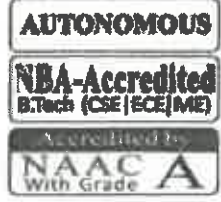

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22-23

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E mail: office@mictech.ac.in. Website: www.mictech.edu.in



Dr. G Ashok Vardhan,
MA, M.Phil, Ph.D., UGC NET
Associate Professor of English
Department of Basic Engineering
Email: ashokvardhan@mictech.ac.in
Mobile Number: (+91) 970 320 1817

LETTER OF RECOMMENDATION

It is with a sense of delight that I recommend Ms. PONNAM JAYA NAGA SAI SREENEELA desires to pursue masters at your prestigious university. I have a close association with her for past three years, being his professor for 'English', 'Effective Technical Communication' and 'Soft Skills'. It gave me an opportunity to observe her and monitor her skills and personality.

SREENEELA is a learner with a rare ability for logical and innate thinking, she has proved herself to be a proficient and intelligent student. Her capacity to understand a trouble and to conceptualize and analyse a situation desires a mention. Her Interactive skills makes her stand out among her peers.

During classroom and personal interactions with her, I have found her to be vigilant and meticulous in her approach. She takes part in extracurricular activities besides excelling in academics. She worked for our college's techno-management fest Aagama. She has actively participated and excelled in several technical events.

I can confidently state that SREENEELA was a step ahead of most of her peers when it came to experimenting with her learning. And she is a person who gives utmost importance to her pursuits and works on them with a robust work culture and discipline. I strongly recommend you give her a chance to prove her competence in at your esteemed university. I am certain she will make you proud with her industriousness and commitment.

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(Dr. G. Ashok Vardhan)

2/9/24, 10:53 AM

DVR & Dr H S MIC College of Technology Mail - The University of Scranton - Student Recommendation Request Form

22-23 ~~652~~ -IT



Ashok Vardhan G <ashokvardhan@micttech.ac.in>

The University of Scranton - Student Recommendation Request Form

1 message

The University of Scranton <gradadmissions@scranton.edu>
To: ashokvardhan@micttech.ac.in

Mon, Apr 17, 2023 at 3:32 PM



Dear Dr. G,

Nikesh Pavuluri has requested that you submit a recommendation to a graduate program at The University of Scranton on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation through our secure website. To do so, please visit the following website:

<https://gradapply.scranton.edu/refer/?6855904211965689>

Thank you for your time in assisting this student. If you have any additional questions about The University of Scranton or the graduate admission process, please call us at 570-941-4416 or email us.

Best wishes,
Caitlyn Hollingshead, '06, G'09
Assistant Vice President
Graduate & International Admissions
Email

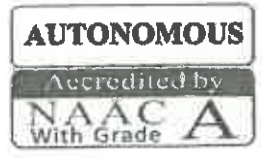

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E mail: office@mictech.ac.in, Website: www.mictech.edu.in

22-23 CSK



Dr. G. Ashok Vardhan
MA, M Phil, Ph D, UGC NET qualified
Associate Professor
Department of Computer Science & Technology
Email - ashokvardhan@mictech.ac.in
Mobile - +91 9703201817

LETTER OF RECOMMENDATION

Dear Admissions committee,

I am pleased and proud to introduce one of my best students Mr.Pavuluri Nikesh. I have known him for more than three years of his academic career and I am delighted to write a letter of recommendation for him because, apart from his perceptiveness in his studies, he is a critical thinker and a foresighted person. He has flair for theory as well as practical applications which made me get impressed with him. His involvement in discussions with faculty in the department when he comes to clarify his doubts, made him to secure immense theoretical as well as practical knowledge.

I taught him subjects namely, 'English' and 'Effective Technical Communication' during his 1st and 3rd semesters. He is a keen participant in the activities of the classroom. His ability to understand a problem, conceptualize and analyse a situation needs a special mention. He has the calibre to work individually as well as in a group in a very effective manner. He is a student who makes an effort to turn even his weakness into strength.

I guarantee that he possesses the potential to do well not only in his academics, but also in extra-curricular activities. He has organised some of the events as a member of TALENTIA, a literary and cultural club of our college during which he worked under my supervision. Besides, He is one of the best photographers of our college as he has covered some of our department's prestigious events.

I am confident that he is a student with great zeal for higher academic pursuits and aptitude for research as well. I strongly recommend his candidature for your graduate program with maximum possible financial assistance.

Sincerely,
G. Ashok Vardhan
Ashok Vardhan



AV
PRINCIPAL
DVR & Dr. HS MIC College of Technology
Kanchikacherla, N.T.R Dist.
Andhra Pradesh, India



Anuradha Anumolu <anuradha@micttech.ac.in>

You have been asked to fill out a Recommendation for Nagasai

1 message

The Graduate School at UMBC <GradSchool@umbc.edu>
To: anuradha@micttech.ac.in

Sun, Mar 19, 2023 at 9:50 PM

Dear Anuradha Anumolu,

Nagasai Mirthivada is applying for Graduate admission to the University of Maryland, Baltimore County - Graduate School. Nagasai is applying for a Master's in Computer Science, M.S. during the term, and has requested that you complete an online recommendation form as part of the admission process.

Please contact the applicant if you have any reason that you will not be able to complete the evaluation in a timely manner. The applicant has provided this email address: mnagasai.2001@gmail.com

Should you have any questions you would like to direct to the University of Maryland, Baltimore County - Graduate School, please send an email to gradschool@umbc.edu.

This applicant has waived the right to view your recommendation.

Clicking on the following URL address can access the University of Maryland, Baltimore County - Graduate School Recommendation Form:
<http://www.applyweb.com/lor?token=Mazyc3Ck2hd7YGBxPzgQUbgZ8kJAG2QpE1679242827>

=== New Recommender with CollegeNET ===

- If you have never written a recommendation through CollegeNET, you will need to establish an account by clicking on the highlighted yellow link located at the URL provided above.

- If you are not seeing the link after "Click on the following URL", it may be because your email client has placed a break in the link we provided. Check the web address to see if the content from the second line is present; if not, copy/paste it at the end of the web address and hit the Return button on your keyboard to load the full page.

=== Assistance ===

Should you experience any technical difficulties or require assistance with your account, please follow this link to check the FAQ or to contact CollegeNET Support:

<https://www.applyweb.com/public/input?helprec>

Thank you.

Sincerely,

Office of Graduate Enrollment
The Graduate School at UMBC

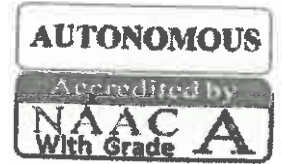

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E mail: office@mictech.ac.in, Website: www.mictech.edu.in



ANUMOLU ANURADHA, M.Tech (Ph.D)

Assistant Professor

Department of Information Technology,

Email: anuradha@mictech.ac.in

Mobile Number: +91 9292652526.

LETTER OF RECOMMENDATION

I take immense pleasure to recommend Mr. Mirthivada Naga sai for his admission in your revered university. Having taught him the subject "OOPS THROUGH JAVA" during this period I have observed his enthusiasm and zeal to learn these subjects. He is one of the most conscientious and eloquent student. Concerned about his studies he is always indubitable.

He is always studious and interested in the subject. His dedication towards academics is sublime and is evident from his excellent grades in this subject. He is a diligent and hardworking student. He is very quick at grasping concepts. He has consistently performed well in the class and has a good understanding of the fundamentals along with a strong desire to learn and enrich his knowledge.

I really appreciate him for his zeal to learn even the advanced topics which are not covered in the curriculum. He has distinguished himself as one of the best student in the class. He is a keen observer and a quick grasper with a wide range of innovative ideas.

Mr. Mirthivada Naga sai has shown his spontaneity, sheer knowledge and ability to grasp quickly during the class hours which are dedicated to seminars related to this subject. I find him to be a dedicated and industrious student. This can be demonstrated by his academic performance and I am very confident that he will excel in his higher studies and he will be a prospect for the future of your university.

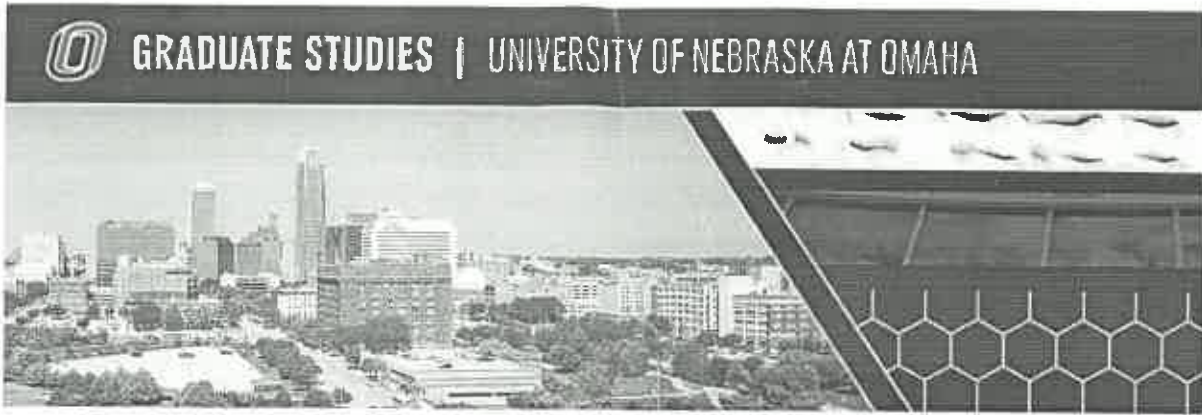
I wish him all the success in his pursuits of academic advancements and career.


Anumolu Anuradha


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Andhra Pradesh India - Pin

Head of the Department
Dept. of Information Technology
DVR & Dr. HS MIC College of Technology
Kanchikacherla, Krishna Dt
Andhra Pradesh, India - Pin: 521180

22-23
IT



Dear Anumolu,

Mounika Ravella has applied for graduate study in Data Science (MS) - Information Technology at the University of Nebraska at Omaha and has provided your name as one of their letter of recommendation writers.

This applicant has waived the right to view your recommendation.

At UNO, we use CollegeNET for the graduate application process. Please follow this link to the online recommendation system: <https://www.applyweb.com/lor?token=vE3Bnwmc8GccFWUtzljrAEyP9JHVyuaL1691130240> If you do not have an account, there will be a button with which to create your account by selecting a password. If you have already established an account, you will be prompted to log in.

If you experience any technical difficulties or require assistance with your account, please email lor_help@collegenet.com with a brief explanation of the problem for technical support.

Thank you!

The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.

22-23 37

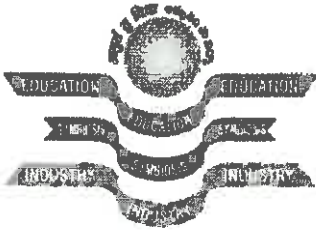


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203 Eppley Administration Building
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Main 402.554.2341 | gradschool@unomaha.edu
Toll Free 800.858.8648 | Fax 402.554.3143

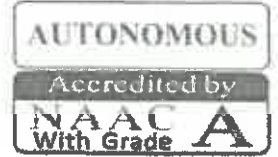


Handwritten signature in blue ink
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E mail: office@mictech.ac.in, Website: www.mictech.edu.in



Anumolu Anuradha, M.Tech (Ph.D)

Head of the Department

Department of Artificial Intelligence & Information Technology

E Mail: anuradha@mictech.ac.in

Mobile Number: +91 9292652526

LETTER OF RECOMMENDATION

I take immense pleasure to recommend Ms. RAVELLA MOUNIKA for her admission in your revered university. Having taught her the subject "OBJECT ORIENTED PROGRAMMING THROUGH JAVA" during this period I have observed her enthusiasm and zeal to learn these subjects. She is one of the most conscientious and eloquent student. Concerned about her studies she is always indubitable.

Ms. RAVELLA MOUNIKA always studious and interested in the subject. Her dedication towards the academics is sublime and is evident from her excellent grades in this subject. She is a diligent and hardworking student. She is very quick at grasping concepts. She has consistently performed well in the class and has a good understanding of the fundamentals along with a strong desire to learn and enrich her knowledge.

I really appreciate her for her zeal to learn even the advanced topics which are not covered in the curriculum. She has distinguished herself as one of the best student in the class. She is a keen observer and a quick grasper with a wide range of innovative ideas.

She has shown her spontaneity, sheer knowledge and ability to grasp quickly during the class hours which are dedicated to seminars related to this subject. She has good academic career and has shown a pragmatic approach towards her studies. I find her to be a dedicated and industrious student. This can be demonstrated by her academic performance and I am very confident that she will excel in her higher studies and she will be a prospect for the future of your university.

I wish her all the success in her pursuits of academic advancements and career.

Anumolu Anuradha




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DVR & Dr. HS MIC College of Technology,
Kanchikacherla, N.T.R. Dt.
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Head of the Department
Dept. of Information Technology
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Kanchikacherla, NTR Dist, A.P. India
Andhra Pradesh - Pin: 521180



Anuradha Anumolu <anuradha@micttech.ac.in>

Please submit your recommendation for Supraja Madala

1 message

Northern Illinois University <lor_help@collegenet.com>
To: anuradha@micttech.ac.in

Fri, Sep 9, 2022 at 4:40 PM

Dear Anuradha,

Supraja Madala is applying to Northern Illinois University and has requested that you submit a recommendation form in support of an application. For more information about the program and deadlines for submission of all application materials see <http://www.grad.niu.edu/academics>.

This applicant has waived the right to view your recommendation.

Go to the following web address to login to the system, or create a new Letters of Recommendation account:

<https://www.applyweb.com/lor?token=LdXwTuzXxHLySflh6ROK89CK8vKNWTYOp1662721834>

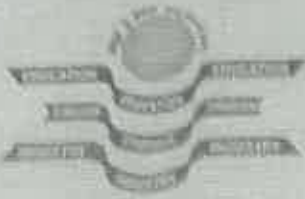
Should you experience any technical difficulties or require assistance with your account, please follow this link to check the FAQ or to contact CollegeNET Support:

https://www.applyweb.com/public/input?s=helprec&p=1&HELP_APP_CODE=niurec

Thank you!

22-23 IT


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E-mail: mic@miccollegetechnology.com, www.miccollegetechnology.com



Anuradha Anuradha, M. Tech (Ph.D)
Assistant Professor
Department of Information Technology
E-Mail: anuradha@micotech.ac.in
Mobile Number: +91 9292652526

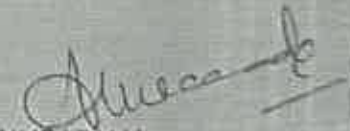
LETTER OF RECOMMENDATION


It takes immense pleasure in introducing Ms.MADALA SUPRAJA.I have taught Principles of Principles of programming languages course to her in B.Tech.The interactions with her during class work are happiest and make me to access the intellectual capability and analytical skills . Based on that, I rank her as one of the top students in the class.

Ms. MADALA SUPRAJA has distinguished herself as one of the best students in the branch .She is active and diligent class participant and bring back together an Engineers analytical approach, a keep grasp of basic facts coupled with mathematical knowledge, which she applies efficient to problem solving. She has always exhibited fecundity of mind. She is an ardent learner and likes to go beyond the theoretical concepts to practical applications of subjects and to achieve her goals in laboratory systems and industrial visits.

In null Shell, Ms.MADALA SUPRAJA is a multitalented person with a zeal for academics, cultural and extra cultural activities. I am confident that your esteemed university will be an ideal place for her to prove upon her existing skills through pursuing a Master's program .I strongly recommends her for admission to graduate with all possible financial assistance




(Ms:ANURADHA)


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