


Annamacharya Institute of Technology & Sciences

Department Wise Selects for the Academic Year 2018-2019 (2019 Passouts)

Department	Company	No. of Selects	Package
Civil	ILM	3	1,98 Lakh PA
	Raam Group	1	2,4 Lakh PA
CSE	CTS	9	3.38 Lakh PA
	ILM	4	1,98 Lakh PA
	TCS	6	3,36 Lakh PA
ECE	CTS	4	3.38 Lakh PA
	MAINTECH	4	1,8 Lakh PA
	Raam Group	1	2,4 Lakh PA
	TCS	1	3,36 Lakh PA
EEE	CTS	4	3.38 Lakh PA
	MAINTECH	3	1,8 Lakh PA
	Raam Group	2	2,4 Lakh PA
MECH	CYIENT	3	2,75 Lakh PA
	MAINTECH	6	1,8 Lakh PA
	Raam Group	3	2,4 Lakh PA
Total Selects		54	


PRINCIPAL
 Annamacharya Institute of
 Technology & Sciences
 Pijilipur (V), Balesingaram (Post),
 Abulapurmet (M), R.R.Dist.HYD-501 512



College Code : T8
ESTD: 2005

ANNAMACHARYA INSTITUTE OF TECHNOLOGY & SCIENCES

Piglipur, Batasingaram Panchayath, Hayath Nagar Mandal, Hyderabad, R.R. Dist. 501 512.

(Approved by AICTE, Recognized by the GOVT. of T.S., Permanent Affiliation from JNTUH, Hyderabad.)

Accredited by "NAAC" with "A" Grade, Recognized by UGC Under Section 2(f) and 12(B).

Phone : 08415-201689 (O)
Mobile : 9848924705

Website : aits-hyd.org
E-mail : principalaith@gmail.com
Fax : 08415-201688

CONSOLIDATED PLACEMENT DETAILS FOR ACADEMIC YEAR 2018-19

S.NO.	NAME OF THE COMPANY	CSE	ECE	EEE	MECH	CIVIL	TOTAL STUDENTS SELECTED
1	ILM	4				3	7
2	Raam Group		1	2	3	1	7
3	CTS	9	4	4			17
4	TCS	6	1				7
5	MAINTTECH		4	3	6		13
6	CYIENT				3		3
GRAND TOTAL							54


Training & Placement Officer


PRINCIPAL

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Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Aodullapurmet (M), R.R. Dist. HYD-501 512



College Code : T8
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Mobile : 9848924705

Website : aits-hyd.org
E-mail : principalait@h@gmail.com
Fax : 08415-201688

Date: 26-04-2019.

To
The Principal,
Annamacharya Institute of Technology & Sciences.

Respected Sir,

Sub: Submission of the report on Placement activities for the academic year 2018-19.

Please find the report enclosed on placement activities for the academic year 2018-19. The same may kindly be submitted to the management for taking corrective necessary action.

Yours Sincerely


Training & Placement Cell

Enclosure:

A Copy of Report on Placement activities for the academic year 2018-19.

Copy to:

1. Principal
2. Executive Director
3. Chairman



College Code : T8
ESTD: 2005

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ANNUAL REPORT OF PLACEMENT CELL 2018-19

The annual report of the placement cell for the academic year 2018-19 regarding the planning for placements of students in each branch along with the efforts put up by the placement cell for achieving the targets is presented under.

Emails have been sent and calls made to HR personnel of different organizations to find expected intake and the skills sets of the students that each of the industry is expecting, Correspondence has been made with all the companies that have visited in the previous years. During the year 25 number of companies are visited either online/offline.

During the 2018-19 academic years 25 number of companies including core sectors has visited for all branches of students. A total of 54 number of students are placed with a package of ranging from Rs.3 lakhs per annum. The details of placements undertaken branch wise are placed as attached below:


Training & Placement Officer


PRINCIPAL

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Annamacharya Institute of
Technology & Sciences


Piglipur (V), Batasingaram (Post)
Medak (M), R.R. Dist. HYD-501 512.

Annamacharya Institute of Technology & Sciences

List of Selects for the Academic Year 2018-2019 (2019 Passouts)

Sl No.	Roll No.	Name	Department	Company Selected	Salary Package
1	15T81A0510	MADURU HIMA BINDU	CSE	CTS	3.38 Lakh PA
2	15T81A0522	GAJAM PAVANI	CSE	CTS	3.38 Lakh PA
3	15T81A0540	GANJI SRILAXMI	CSE	CTS	3.38 Lakh PA
4	15T81A0529	NALLANKI SAIKUMAR	CSE	CTS	3.38 Lakh PA
5	16T85A0501	M.ANUSHA	CSE	CTS	3.38 Lakh PA
6	16T85A0504	SANGEPU SUMA	CSE	CTS	3.38 Lakh PA
7	15T81A0533	PELLAPUDI SANDHYA	CSE	CTS	3.38 Lakh PA
8	15T81A0539	PULIPALUPULA SRAVANTHI	CSE	CTS	3.38 Lakh PA
9	16T85A0502	JANAPALA PARAMESHWARI	CSE	CTS	3.38 Lakh PA
10	15T81A0440	GADE SAI DHEERAJ	ECE	CTS	3.38 Lakh PA
11	15T81A0406	POTHU CHANDRASHEKAR	ECE	CTS	3.38 Lakh PA
12	15T81A0462	KOTHUR VENKAT PRASAD REDDY	ECE	CTS	3.38 Lakh PA
13	15T81A0410	YERRA HARIKRISHNA	ECE	CTS	3.38 Lakh PA
14	16T85A0209	PULIPALUPULA HARISH	EEE	CTS	3.38 Lakh PA
15	16T85A0223	BOINI PRASHANTHKUMAR	EEE	CTS	3.38 Lakh PA
16	16T85A0211	KONGARI KIRAN KUMAR	EEE	CTS	3.38 Lakh PA
17	16T85A0202	SHEKHALLA AJAY	EEE	CTS	3.38 Lakh PA
18	16T85A0313	CHIRUMALLA RAKESH	MECH	Cyient	2,75 Lakh PA
19	16T85A0320	TUMULURI SRIKANTH	MECH	Cyient	2,75 Lakh PA
20	16T85A0316	GUNDU SAI PRAKASH	MECH	Cyient	2,75 Lakh PA
21	16T85A0121	B SAHITHI	CIVIL	ILM	1,98 Lakh PA
22	16T85A0132	PUNNA YASHWANATH	CIVIL	ILM	1,98 Lakh PA
23	16T85A0125	M SHASHI PRIYA	CIVIL	ILM	1,98 Lakh PA
24	15T81A0537	K SHIVARAJU	CSE	ILM	1,98 Lakh PA
25	15T81A0536	PARNE SHIVAPRASAD REDDY	CSE	ILM	1,98 Lakh PA
26	15T81A0513	MALLABOINA MAHESH	CSE	ILM	1,98 Lakh PA
27	15T81A0544	KONGARI TAPASYA	CSE	ILM	1,98 Lakh PA
28	15T81A0447	BANDA SHIVA	ECE	Maintech	1,8 Lakh PA
29	15T81A0409	BODIGE GOWTHAM KUMAR GOUD	ECE	Maintech	1,8 Lakh PA
30	15T81A0435	NIMMANAGOTI RAVITHEJA	ECE	Maintech	1,8 Lakh PA
31	15T81A0445	PALLA SANTHOSH REDDY	ECE	Maintech	1,8 Lakh PA
32	16T85A0229	CHEGOJU SANDHYA	EEE	Maintech	1,8 Lakh PA
33	16T85A0201	MASAGALLA ADESH	EEE	Maintech	1,8 Lakh PA
34	16T85A0222	EPPALA PRABHUCHARAN	EEE	Maintech	1,8 Lakh PA
35	15T81A0309	MOHD RAFEEQ	MECH	Maintech	1,8 Lakh PA
36	15T81A0308	DASAROJU POORNACHARY	MECH	Maintech	1,8 Lakh PA
37	15T81A0312	JEEDIMADLA RAVI	MECH	Maintech	1,8 Lakh PA
38	16T85A0306	DHILEEP KUMAR REDDY NUKALA	MECH	Maintech	1,8 Lakh PA
39	15T81A0310	K RAGHU DHARAHAS REDDY	MECH	Maintech	1,8 Lakh PA
40	14T81A0301	MOHD ABDUL MUQEED	MECH	Maintech	1,8 Lakh PA
41	15T81A0305	MOHD FOUZAN AHMED	MECH	Raam Group	2,4 Lakh PA

42	16T85A0101	MADIMALLA ABHILASH	CIVIL	Raam Group	2,4 Lakh PA
43	15T81A0450	S SRAVAN KUMAR	ECE	Raam Group	2,4 Lakh PA
44	16T85A0220	LAKKAKULA NIKHIL KUMAR	EEE	Raam Group	2,4 Lakh PA
45	15T81A0206	MARTHE MOUNIKA REDDY	EEE	Raam Group	2,4 Lakh PA
46	16T85A0319	MAHESSHUNI SHIVA PRASAD	MECH	Raam Group	2,4 Lakh PA
47	15T81A0307	BURRI MURALI	MECH	Raam Group	2,4 Lakh PA
48	15T81A0538	ERLA SNEHA REDDY	CSE	TCS	3,36 Lakh PA
49	15T81A0459	MITTA TEJAPRAKASH	ECE	TCS	3,36 Lakh PA
50	15T81A0511	GADDAM KAVITHA	CSE	TCS	3,36 Lakh PA
51	16T85A0503	UDARI SANDHYA RANI	CSE	TCS	3,36 Lakh PA
52	15T81A0528	MAVIYA RUHI	CSE	TCS	3,36 Lakh PA
53	15T81A0514	MAHIMA MUSINIPALLY	CSE	TCS	3,36 Lakh PA
54	15T81A0504	ARE BHANU	CSE	TCS	3,36 Lakh PA


PRINCIPAL
Annamacharya Institute of
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Piglipur (V), Batasingaram (Post),
Abdullaourmet (M), R.R.Dist.HYD-501 512.

21-Feb-2019

Dear MADURU HIMA BINDU,
B.Tech/B.E Computer Science Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13398620

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.383,755/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs. 21,755/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Date: Piglipur (V), Batasingaram (Post)
Aodullapurmet (M), R.R. Dist. HYD-501 512.

Annexure A

Name: MADURU HIMA BINDU Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* Flexible Benefit Plan: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** Incentive Indication: Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** Language Premium: This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://nonecognizant.cognizant.com>->Total Rewards App for more details

21-Feb-2019

Dear GAJAM PAVANI,
B.Tech/B.E Computer Science Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13395190

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.383,755/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs. 21,755/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date: **PRINCIPAL**
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Andulapurmet (M), R.R. Dist. HYD-501 512.

21-Feb-2019

Dear GANJI SRILAXMI,
B.Tech/B.E Computer Science Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13394109

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Andullapurmet (M), R.R. Dist. HYD-501 512.

21-Feb-2019

Dear NALLANKI SAIKUMAR,
B.Tech/B.E Computer Science Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13393190

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Pithapur (V), Balasingaram (Dist)
Andhra Pradesh (M), R.R. Dist: 515 001 512

21-Feb-2019

Dear M.ANUSHA,
B.Tech/B.E Computer Science Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13396342

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Balasingaram (Post)
Andulapurmet (M), R.R. Dist. HYD-501 512.

21-Feb-2019

Dear SANGEPU SUMA,
B.Tech/B.E Computer Science Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13397810

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Ardullapurmet (M), R.R. Dist. HYD-501 512.

21-Feb-2019

Dear PELLAPUDI SANDHYA,
B.Tech/B.E Computer Science Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13398390

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.383,755/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs. 21,755/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :


PRINCIPAL
Date: _____
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Andhulapurmet (M), R.R. Dist. HYD-501 512.

21-Feb-2019

Dear PULIPALUPULA SRAVANTHI,
B.Tech/B.E Computer Science Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13398267

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:
PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Aodullapurmet (M), R.R. Dist. HYD-501 512.

21-Feb-2019

Dear JANAPALA PARAMESHWARI,
B.Tech/B.E Computer Science Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13397544

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Dist)
Aaddullapurmet (M), R.R. Dist. HYD-501 512.

21-Feb-2019

Dear GADE SAI DHEERAJ,
B.Tech/B.E Electronic & Communication Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13395121

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date: **PRINCIPAL**
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Aodullapurmet (M), R.R. Dist. HYD-501 512.

21-Feb-2019

Dear POTHU CHANDRASHEKAR,
B.Tech/B.E Electronic & Communication Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13394130

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/-, as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Aodullapurmet (M), R.R. Dist. HYD-501 512.

21-Feb-2019

Dear KOTHUR VENKAT PRASAD REDDY,
B.Tech/B.E Electronic & Communication Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13394168

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Date: _____
Pitapur (V), Batasingar
Aodullapurmet (M), R.R. Dist.

21-Feb-2019

Dear YERRA HARIKRISHNA,
B.Tech/B.E Electronic & Communication Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13398198

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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Signature :

Date: _____
PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Balasingaram (Post)
Ardulacurmet (M), R.R. Dist. HYD-501 512.

21-Feb-2019

Dear PULIPALUPULA HARISH,
B.Tech/B.E Electrical & Electronics Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13399170

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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Signature :

PRINCIPAL
Date: _____
Annamacharya Institute of
Technology & Sciences
Pitampur (V), Gatasingaram (Post)
Andullapurmet (M), R.R. Dist. HYD-501 512.

21-Feb-2019

Dear BOINI PRASHANTH KUMAR,
B.Tech/B.E Electrical & Electronics Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13398222

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

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Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Andulapurmet (M), R.R. Dist. HYD-501 512.

21-Feb-2019

Dear KONGARI KIRAN KUMAR,
B.Tech/B.E Electrical & Electronics Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13397321

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

PRINCIPAL
Date: _____
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Balasingaram (Post)
Andulapurmet (M), R.R. Dist. HYD-501 512.

21-Feb-2019

Dear SHEKHALLA AJAY,
B.Tech/B.E Electrical & Electronics Engineering
Annamacharya Institute of Technology & Sciences



Candidate ID - 13396441

In continuation to our discussions, we are pleased to offer you the role of Programmer Analyst Trainee in Cognizant Technology Solutions India Private Limited ("Cognizant").

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Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu

Global Head-Talent Acquisition

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Signature :

Date:
PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Andhra Pradesh (M), R.R. Dist. HYD-501 512

CYIENT

Date: 29-Jun-2018

Personal & Confidential

Chirumalla Rakesh
(C32051)

Offer of employment

Dear Chirumalla Rakesh,

This has reference to the discussions you had with us, we are pleased to make an offer to you as **Design Engineer Trainee (Level 3)** and the details given below. This offer is subject to your acceptance of the enclosed terms and conditions.

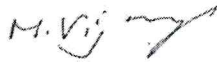
Total Compensation: You will be under training for a period of Six months with a stipend of ₹15000/- *PM*. On successful completion of the training period you will be placed under probation period with a compensation package of ₹275037/- *CTC P/A* on the terms and conditions enclosed here with.

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please contact Mr. Ajazur Rahaman Mohammed from the Talent Acquisition Team at Aijas.Mohammed@cyient.com.

Service Commitment You are required to execute a Service Agreement for 3 years (Liquidated damages for breach of agreement- 200000/- (Two Lakhs only) Rupees) & Employee Non- Disclosure Agreement

We will initiate the pre onboarding processes and provide you any additional requirements for onboarding separately.

For Cyient Ltd.



VIJAY KUMAR MAVURAPPU
SENIOR MANAGER - HR - TA

Annexures:

- 1) Compensation Structure Details (if applicable)
- 2) Instructions for onboarding
- 3) Terms and conditions

Internal Reference: JR-002012



PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Abdullapurmet (M), R.R. Dist. HYD-501 542

CYIENT

Annexure - 1
Compensation Structure of Chirumalla Rakesh, Design Engineer Trainee (Level 3)

Monthly Components	Monthly	Annualized
Basic Pay	9,170	1,10,040
House Rent Allowance	3,670	44,040
Medical allowance	2,500	30,000
Conveyance allowance	1,600	19,200
Special allowance	1,560	18,720
Advance Bonus*	2,000	24,000
Gross Monthly Salary	20,500	2,46,000
Statutory Components		
Company's contribution to ESI (4.75% of Gross Pay)		10,542
Company's contribution to PF(12% of Basic)		13,200
Gratuity(@ 15 days Basic pa, on completion of 5 yrs)		5,290
Cost to the Company**		2,75,037

Total compensation per annum: ₹2,75,037 (Rupees Two Lakh Seventy Five Thousand Thirty Seven Only).

* Advance bonus is an advance payment towards statutory bonus payable under Payment of Bonus Act. At the end of the relevant FY once the bonus is declared by the company the payout will be adjusted towards Statutory bonus payable

** The company reserves the right to alter the salary structure and make changes in the overall CTC to accommodate any changes in the regulatory provisions or company policies.

For Cyient Ltd.



VIJAY KUMAR MAVURAPPU
SENIOR MANAGER - HR - TA
Internal Reference: JR-002012


PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Aodullapurmet (M), R.R. Dist. HYD-501 512.

CYIENT

Personal & Confidential

29-Jun-2018

Dear Chirumalla Rakesh

Sub: Stipend Payable during Training period.

Further to the Offer Letter issued to you, the components of the Stipend amount payable during the Training period of 6 months are as follows:

<u>Monthly Components</u>	<u>Amount</u>
Basic	6,389
HRA	2,556
Conveyance Allowance	1,600
Special Pay	5,428
<u>Gross Monthly Stipend</u>	<u>15,973</u>

The GMS is subject to statutory deductions like PF, Professional Tax and Income Tax as applicable.

Your designation during the Training Period will be "Design Engineer Trainee". All other terms and conditions of the offer letter cited remain unaltered.


Should you need any clarification, please feel free to contact us on 04067641268 .

For Cyient Ltd.



VIJAY KUMAR MAVURAPPU

SENIOR MANAGER - HR - TA



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Piglipur (V), Batasingaram (Post)
Andullapurmet (M), R.R. Dist. HYD-501 512.

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You are requested to submit/execute the following documents/certificates at the time of joining:

1. All original academic certificates, which would be returned after verification.
2. Two sets of photocopies of all the academic and employment certificates.
3. Names and addresses of two references (not related).
4. Six latest passport size photographs and six stamp size photographs.
5. One photocopy of your passport and PAN card.
6. A fitness certificate obtained from a registered medical practitioner.
7. Execution of Service Agreement for Three Years (Liquidated damages for breach of agreement- Two Lakh Rupees).
8. Issuance of account payee cheque for the liquidated damages.
9. Execution of Employee Non- Disclosure Agreement.
10. Submission of the Pre Joining Training completion Certificate, where applicable, from the authorized training partners of Cyient for fresher's training.


We welcome you to Cyient family and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please feel free to contact our Talent Acquisition Team at 04067641268.

For Cyient Ltd.



VIJAY KUMAR MAVURAPPU
SENIOR MANAGER - HR - TA

Internal Reference: JR-002012



PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Andhrajpet (M), R.R. Dist. HYD-501 512.

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Terms and conditions

1. Compensation

As detailed in the Annexure.

2. Education Qualification

This offer of training and subsequent employment to you is made based on the premise that you have acquired the desired qualification with 60% marks. If you are awaiting the results as on the date of joining and do not complete the qualification subsequently with the above percentage, your offer stands cancelled.

3. Mandatory Period of Service

You shall serve the company for a mandatory period not less than 3 years including the training period from the date of joining. During the said Mandatory Period of Service of 3 years, you shall not leave, abandon or resign from the training /employment of the company. Liquidated damages for breach of this condition are ₹ 2,00,000/- (Rupees Two Lakhs). You need to execute an agreement on a non-judicial stamp paper to this effect.

4. Transfer & Deputation

Your services can be transferred to other departments, locations, subsidiaries, sister companies or deputed to any client's site, within or outside India based on the requirements of the organization or exigencies of work from time to time. Disobedience of such orders of the Company will be construed as grave misconduct and may lead to punitive action.

5. Code of Business conduct

You will be governed by the Code of Business Conduct as is in force from time to time.

6. Applicability of changes in the general terms and conditions of employment and policies made by the company subsequently.

Company reserves the right to amend certain terms and conditions of employment and /or policies from time to time to cope with the changing business needs and environment which shall be communicated appropriately. Unless given specific exemption, you shall be bound by these amended terms and conditions automatically.

7. Shifts

Company reserves the right to run the shifts, change the shift timings, fix the criteria to attend in shifts within the applicable laws based on its business needs and all its employees are bound by it.


8. Training

You will be on training for a period of Six Months from the date of joining. On successful completion of Training you will be designated as Design Engineer/Software Engineer/Quality Assurance Engineer (Level-3) and placed in probation for a period of 6 months and you shall continue to be on probation unless confirmed in writing by the company.

9. Exclusivity

Your position is a whole time employment with the company and you shall devote yourself exclusively to the business of the company. You shall not take up any other work for remuneration or work on advisory capacity or be interested directly or indirectly in any other trade or business during the employment with the company without permission in writing from the management. You shall not solicit any employment OR accept any employment OR join the employment with the customer/s of Cyient Limited with whom you worked during the course of your employment or within 12 months from the time of leaving the employment with Cyient Limited.

Employee's Signature


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10. Leave

You will be governed by the Cyient leave policy that is in force from time to time.

11. Medical Examination

The company reserves its right to have you undergo medical examination from time to time. The appointment, shall at all times, be subject to a doctor, certifying you to be fit to carry out your duties.

12. Dress Code

You are required to be dressed in Business Formals on Weekdays and Business Informal is permitted on Friday.

- **Gentlemen:** To be dressed in full/half sleeved shirt, Full Trousers and Leather Shoes (Black or Brown)
- **Ladies:** Sarees / Salwar Kameez / Business Suits.

13. Performance Review

Your performance shall be reviewed periodically as per the Performance Management System (PMS) operational in the company. Performance reviews may or may not cause compensation reviews.

14. Compensation Reviews

Compensation reviews shall be purely based on individual's profile, contributions, competencies, role, potential to shoulder higher responsibilities and internal & external environment.

Compensation reviews are highly personal and confidential and hence, revealing or eliciting compensation details is considered as impropriety and may lead to punitive action.

15. Financial or Nonfinancial reviews

Financial or non-financial reviews like payment of ex-gratia, incentive, variable pay etc shall not be considered for the employees who tender their resignation and serving the notice period.

16. Declarations & Information

This offer of employment is made based on the information furnished by you regarding your personal data, education qualification and experience. If any information furnished by you is proved to be false or you willfully suppressed any information, this employment is liable to be terminated.


17. Employee's Non-Disclosure agreement

You shall execute the Employee's Non-Disclosure Agreement as stipulated by the company at the time of joining duty.

18. Termination of contract

Either party can terminate this contract of employment without giving any reasons thereof subject to applicable clauses.

Employee's Signature


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Andhulapurmet (M), R.R. Dist. HYD-501 512

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19. Period of Notice for termination of contract of employment by the Employee.

You shall provide in writing minimum 60 days' notice during the probation period or 90 days' notice on confirmation to terminate this contract of employment. The Company may at its sole discretion relieve you from such date even before the expiry of the notice period by waiving the remainder of the notice period without any compensation or salary for such remainder of the notice period.

20. Period of Notice for termination of contract of employment by the company.

Company shall provide in writing minimum 60 days notice during the probation period or 90 days notice on confirmation to terminate this contract of employment. However, company reserves the right to pay basic salary in lieu of the notice period and terminate the contract with immediate effect.

21. Recovery towards shortfall of period of notice.

You are required to give minimum period of notice in writing as per Clause No 19 . However, the Company reserves the right to relieve you before the expiry of the notice period on payment or recovery, as the case may be, of proportionate basic salary towards shortfall of period of notice.

22. Dismissal.

Company reserves the right to dismiss you without any notice or payment in lieu of notice in the event of misconduct which constitutes a breach of integrity under the Company's Code of Business Conduct.

23. Voluntary Abandonment

Should you not report to duty for more than 9 consecutive days without prior sanction of leave from your superior, it is construed that you have voluntarily abandoned the services of the company and your name shall be deleted from the muster rolls thereof.

24. Surrender of Company assets.

You need to surrender all the tangible assets of the Company, including the data and information in soft or hard form which are in your possession by virtue of your employment before separation from the Company.

25. Travel

You will be required to undertake travel on Company's work and you will be paid travel expenses as per the prevailing travel policy in the company.

26. Overseas Service Agreement

As the company will be spending substantial amount of time and money for your deputation / secondment abroad for training/familiarization program / onsite implementation, you are required to execute a service agreement depending on the duration of the stay abroad. This bond is applicable only for associates up to and including Level 7. (This agreement will, inter alia, requires (i) your commitment to complete the Project, and (ii) your returning to India after completion of the Project and serving the Company for a stipulated period).

27. Contact information

You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your employment. Any communication sent to the last informed address is deemed as served.

Employee's Signature


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Andhrasourmet (M), R.R. Dist. HYD-50: 512

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28. Jurisdiction

The appropriate Courts situated in Ranga Reddy District, Telangana shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

29. Back Ground Verification

Acceptance of this offer also confirms your consent to Cyient Limited to carry out necessary back ground checks on Education, Previous Employment and felony records.

30. Registration with NSR

It is mandatory that you need to register yourself with National Skill Registry (NSR) site of NASSCOM within one month from joining us unless you are already a member of NSR.

31. Retirement


You shall retire from the services of the Company automatically on attaining the age of 60 years.

ACCEPTANCE: I have read and fully understood the above terms and conditions and I accept the same without any reservations.

Date:

Signature

Place:


PRINCIPAL
Annamacharya Institute of
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Piglipur (V), Batasingaram (Post)
Andhulasurmet (M), R.R. Dist. HYD-501 512

CYIENT

Date: 29-Jun-2018

Personal & Confidential

Tumuluri Srikanth
(C32053)

Offer of employment

Dear Tumuluri Srikanth,

This has reference to the discussions you had with us, we are pleased to make an offer to you as **Design Engineer Trainee (Level 3)** and the details given below. This offer is subject to your acceptance of the enclosed terms and conditions.

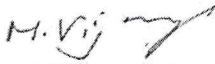
Total Compensation: You will be under training for a period of Six months with a stipend of ₹15000/- **PM**. On successful completion of the training period you will be placed under probation period with a compensation package of ₹275037/- **CTC P/A** on the terms and conditions enclosed here with.

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please contact Mr. Ajazur Rahaman Mohammed from the Talent Acquisition Team at Aijas.Mohammed@cyient.com.

Service Commitment You are required to execute a Service Agreement for 3 years (Liquidated damages for breach of agreement- 200000/- (Two Lakhs only) Rupees) & Employee Non- Disclosure Agreement

We will initiate the pre onboarding processes and provide you any additional requirements for onboarding separately.

For Cyient Ltd.



VIJAY KUMAR MAVURAPPU
SENIOR MANAGER - HR - TA

Annexures:

- 1) Compensation Structure Details (if applicable)
- 2) Instructions for onboarding
- 3) Terms and conditions

Internal Reference: JR-002012



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Adukkurmet (M), R.R. Dist. HYD-501 512.

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Annexure - 1
Compensation Structure of Tumuluri Srikanth, Design Engineer Trainee (Level 3)

Monthly Components	Monthly	Annualized
Basic Pay	9,170	1,10,040
House Rent Allowance	3,670	44,040
Medical allowance	2,500	30,000
Conveyance allowance	1,600	19,200
Special allowance	1,560	18,720
Advance Bonus*	2,000	24,000
Gross Monthly Salary	20,500	2,46,000
Statutory Components		
Company's contribution to ESI (4.75% of Gross Pay)		10,542
Company's contribution to PF(12% of Basic)		13,200
Gratuity(@ 15 days Basic pa, on completion of 5 yrs)		5,290
Cost to the Company**		2,75,037

Total compensation per annum: ₹2,75,037 (Rupees Two Lakh Seventy Five Thousand Thirty Seven Only).

* Advance bonus is an advance payment towards statutory bonus payable under Payment of Bonus Act. At the end of the relevant FY once the bonus is declared by the company the payout will be adjusted towards Statutory bonus payable

** The company reserves the right to alter the salary structure and make changes in the overall CTC to accommodate any changes in the regulatory provisions or company policies.

For Cyient Ltd.



VIJAY KUMAR MAVURAPPU

SENIOR MANAGER - HR - TA

Internal Reference: JR-002012


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Technology & Sciences
Piglipur (V), Batasingaram (Post)
Aodullapurmet (M), R.R. Dist. HYD-501 512.

CYIENT

Personal & Confidential

29-Jun-2018

Dear Tumuluri Srikanth

Sub: Stipend Payable during Training period.

Further to the Offer Letter issued to you, the components of the Stipend amount payable during the Training period of 6 months are as follows:

<u>Monthly Components</u>	<u>Amount</u>
Basic	6,389
HRA	2,556
Conveyance Allowance	1,600
Special Pay	5,428
<u>Gross Monthly Stipend</u>	<u>15,973</u>

The GMS is subject to statutory deductions like PF, Professional Tax and Income Tax as applicable.

Your designation during the Training Period will be "Design Engineer Trainee". All other terms and conditions of the offer letter cited remain unaltered.


Should you need any clarification, please feel free to contact us on 04067641268 .

For Cyient Ltd.



VIJAY KUMAR MAVURAPPU

SENIOR MANAGER - HR - TA



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Pitlipur (V), Balasingaram (Post)
Ardalurpet (M), R.R. Dist. HYD-501 512.

CYIENT

Date: 29-Jun-2018

Personal & Confidential

Gundu Sai Prakash
(C32052)

Offer of employment

Dear Gundu Sai Prakash,

This has reference to the discussions you had with us, we are pleased to make an offer to you as **Design Engineer Trainee (Level 3)** and the details given below. This offer is subject to your acceptance of the enclosed terms and conditions.

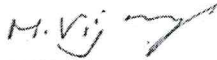
Total Compensation: You will be under training for a period of Six months with a stipend of ₹15000/- PM. On successful completion of the training period you will be placed under probation period with a compensation package of ₹275037/- CTC P/A on the terms and conditions enclosed here with.

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please contact Mr. Ajazur Rahaman Mohammed from the Talent Acquisition Team at Aijas.Mohammed@cyient.com.

Service Commitment You are required to execute a Service Agreement for 3 years (Liquidated damages for breach of agreement- 200000/- (Two Lakhs only) Rupees) & Employee Non- Disclosure Agreement

We will initiate the pre onboarding processes and provide you any additional requirements for onboarding separately.

For Cyient Ltd.




VIJAY KUMAR MAVURAPPU
SENIOR MANAGER - HR - TA

Annexures:

- 1) Compensation Structure Details (if applicable)
- 2) Instructions for onboarding
- 3) Terms and conditions

Internal Reference: JR-002012



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Andulacurmel (M), R.R. Dist. HYD-601 512

CYIENT

Annexure - 1
Compensation Structure of Gundu Sai Prakash, Design Engineer Trainee (Level 3)

Monthly Components	Monthly	Annualized
Basic Pay	9,170	1,10,040
House Rent Allowance	3,670	44,040
Medical allowance	2,500	30,000
Conveyance allowance	1,600	19,200
Special allowance	1,560	18,720
Advance Bonus*	2,000	24,000
Gross Monthly Salary	20,500	2,46,000
Statutory Components		
Company's contribution to ESI (4.75% of Gross Pay)		10,542
Company's contribution to PF(12% of Basic)		13,200
Gratuity(@ 15 days Basic pa, on completion of 5 yrs)		5,290
Cost to the Company**		2,75,037

Total compensation per annum: ₹2,75,037 (Rupees Two Lakh Seventy Five Thousand Thirty Seven Only).

* Advance bonus is an advance payment towards statutory bonus payable under Payment of Bonus Act. At the end of the relevant FY once the bonus is declared by the company the payout will be adjusted towards Statutory bonus payable

** The company reserves the right to alter the salary structure and make changes in the overall CTC to accommodate any changes in the regulatory provisions or company policies.

For Cyient Ltd.



VIJAY KUMAR MAVURAPPU

SENIOR MANAGER - HR - TA

Internal Reference: JR-002012


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Technology & Sciences
Piglipur (V), Batasingaram (Post)
Andullapurmet (M), R.R. Dist. HYD-501 512.

CYIENT

Personal & Confidential

29-Jun-2018

Dear Gundu Sai Prakash

Sub: Stipend Payable during Training period.

Further to the Offer Letter issued to you, the components of the Stipend amount payable during the Training period of 6 months are as follows:

<u>Monthly Components</u>	<u>Amount</u>
Basic	6,389
HRA	2,556
Conveyance Allowance	1,600
Special Pay	5,428
<u>Gross Monthly Stipend</u>	<u>15,973</u>

The GMS is subject to statutory deductions like PF, Professional Tax and Income Tax as applicable.

Your designation during the Training Period will be "Design Engineer Trainee". All other terms and conditions of the offer letter cited remain unaltered.

Should you need any clarification, please feel free to contact us on 04067641268 .

For Cyient Ltd.



VIJAY KUMAR MAVURAPPU

SENIOR MANAGER - HR - TA



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Aeddullapurmet (M), R.R. Dist. HYD-501 512.



Ref Code: CI / 2018-2019 / 1733 / A

ILM / F / 45 / 1.3

**ILM'S Internship
Offer Letter**

To,
Ms. B Sahithi

Date: 29-12-2018

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English"** under ILM'S Internship programme for the academic year June / July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospect that lies ahead when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent role and responsibility as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2019. **During the training only standard accommodation will be provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. This preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

b) Career Prospect:

- 1) **ILM'S INTERNSHIP PROGRAM:** You can look at your career in ILM as a short-term (one academic year) or a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over

PRINCIPAL Page 1 of 5

Annamacharya Institute of
Technology & Sciences
Pulidur (V), Balasingaram (Post)
Andhra Pradesh, India



Ref Code: CI / 2018-2019 / 1733 / A

ILM / F / 45 / 1.3

others. If you intend a long term career, you can look at a professionally and financially satisfying career growth with us.

- 2) Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

- 3) You will also be made an ILM – SQA AM- Associate Member (If eligible). By becoming an ILM – SQA AM you will get an enormous opportunity to help the student community as well as earn an “unlimited income” for yourself.

c) Academic Growth:

- 1) During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. On successful completion of the course and the academic year assignment you will be awarded a certificate.
- 2) You can also become a trainer for ILM'S “English Today International” Exams. Candidates, who meet the minimum professional requirement set by ILM, can look forward to an exciting professional growth as “Assessors” for ILM'S “English Today International” Exams.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid for, while learning it.

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Piglipur (V), Batasingaram (Post)
Andhra Pradesh (M), R.R. Dist. HYD-501 512.

Page 2 of 5



Financial Growth
Part – 1

1. You are selected under **Category – A** and you will be paid ` **16,500/- (Rupees Sixteen Thousand Five Hundred) CTC-Cost to the Company per Month** from the date of your reporting to the school. (See Annexure-1 – CTC Breakup)
2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment, after your preliminary training and travelling allowance wherever applicable as per **ILM'S** policy. (**Candidates can also opt to stay on their own at their own cost.**)
3. Besides the **CTC**, you can also enhance your earning by becoming a Trainer / Assessor for **ILM'S** "English Today International" Exams.

Part – 2

1. **Performance Based Incentives:** Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` **500/-** per month to ` **3,000/-** per month or as decided by **ILM**.
2. **Additional Mandatory Incentives:** Additional Mandatory Incentive is paid, if you get short listed and are willing to work in **ILM'S** notified North Indian states. You can earn from ` **2,000/-** per month to ` **3,000/-** per month or as decided by **ILM** depending upon the state you are posted.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the internship you can, if you desire, exercise the option to continue as a faculty subject to meeting **ILM'S** performance criteria.

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Annamacharya Institute of
Technology & Research
Bapatla, Andhra Pradesh

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ILM / F / 45 / 1.3

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India including your home state.
4. After the preliminary training, if you do not report for your assignment you will have to pay us ` 30,000/- plus applicable GST (In case if you discontinue the preliminary training on a prorata basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

You are required to send us your acceptance letter of the above terms and conditions on or before **28-02-2019** along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.
6. Aadhar Card Copy of Parents for ESI coverage (Medical coverage in ESI hospitals).

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080 - 42181313 / 26601313 / 26606816**.

Note: Even though the last date for acceptance is set as **28-02-2019**, you are advised to send your acceptance letter as soon as possible. **ILM** reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T
(Director - Administration)

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Pitlipur (V), Batasingaram (Post)
Andhra Pradesh (M), R.R. Dist. HYD-501 512.

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Ref Code: CI / 2018-2019 / 1733 / A

ILM / F / 45 / 1.3

Annexure - 1
CTC Breakup

Code	A	CTC	16500
-------------	----------	------------	--------------

Breakup of the Compensation	
Basic	9474
HRA	1458
CCA	972
TA	1458
Bonus	1214
Performance Based Incentives *	0
Additional Mandatory Incentives **	0
Gross Earnings (1)	14576

Deductions	
Professional Tax	0
ESI Contribution	255
PF Contribution (Savings)	1137

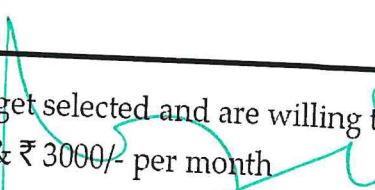
ILM's Contribution	
ESI Contribution	692
PF Contribution (Savings)	1232
Total (2)	1924

Take Home	13184
------------------	--------------

Total CTC (1) + (2)	16500
----------------------------	--------------

Note:

1. You will be provided free standard outstation accommodation at your place of posting.
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).
3. * **Performance Based Incentives** - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month)
4. ** **Additional Mandatory Incentives** - For candidates who get selected and are willing to work in ILM'S notified North Indian states. (Between ₹ 2000/- & ₹ 3000/- per month)


PRINCIPAL
 Annamacharya Institute of
 Technology & Sciences
 Page 5 of 5
 Piplour (V), Puttur Taluk, Bangalore-560 004.
 Bangalore (M) Dist. 560 012.



Ref Code: CI / 2018-2019 / 1734 / A

ILM / F / 45 / 1.3

ILM'S Internship
Offer Letter

To,
Mr. Punna Yashwanth

Date: 29-12-2018

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English"** under **ILM'S** Internship programme for the academic year June / July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the **ILM** family, we request you to go through and understand the Professional, Financial and Personal growth prospect that lies ahead when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent role and responsibility as a Professional Faculty / Employee of **ILM**.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2019. **During the training only standard accommodation will be provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. This preliminary training will equip you with the teaching knowledge and the skills required for your profession in **ILM**.

b) Career Prospect:

- 1) **ILM'S INTERNSHIP PROGRAM:** You can look at your career in **ILM** as a short-term (one academic year) or a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over

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Annamacharya Institute of
Technology & Sciences

Page 1 of 5



Ref Code: CI / 2018-2019 / 1734 / A

ILM / F / 45 / 1.3

others. If you intend a long term career, you can look at a professionally and financially satisfying career growth with us.

- 2) Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

- 3) You will also be made an ILM – SQA AM- Associate Member (If eligible). By becoming an ILM – SQA AM you will get an enormous opportunity to help the student community as well as earn an “unlimited income” for yourself.

c) Academic Growth:

- 1) During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. On successful completion of the course and the academic year assignment you will be awarded a certificate.
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Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid for, while learning it.

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Financial Growth

Part – 1

1. You are selected under **Category – A** and you will be paid ` **16,500/- (Rupees Sixteen Thousand Five Hundred) CTC-Cost to the Company per Month** from the date of your reporting to the school. (See Annexure-1 – CTC Breakup)
2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment, after your preliminary training and travelling allowance wherever applicable as per **ILM'S** policy. (**Candidates can also opt to stay on their own at their own cost.**)
3. Besides the **CTC**, you can also enhance your earning by becoming a Trainer / Assessor for **ILM'S** "English Today International" Exams.

Part – 2

1. **Performance Based Incentives:** Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` **500/-** per month to ` **3,000/-** per month or as decided by **ILM**.
2. **Additional Mandatory Incentives:** Additional Mandatory Incentive is paid, if you get short listed and are willing to work in **ILM'S** notified North Indian states. You can earn from ` **2,000/-** per month to ` **3,000/-** per month or as decided by **ILM** depending upon the state you are posted.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the internship you can, if you desire, exercise the option to continue as a faculty subject to meeting **ILM'S** performance criteria.

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Ref Code: CI / 2018-2019 / 1734 / A

ILM / F / 45 / 1.3

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India including your home state.
4. After the preliminary training, if you do not report for your assignment you will have to pay us ` 30,000/- plus applicable GST (In case if you discontinue the preliminary training on a prorata basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

You are required to send us your acceptance letter of the above terms and conditions on or before **28-02-2019** along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.
6. Aadhar Card Copy of Parents for ESI coverage (Medical coverage in ESI hospitals).

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080 - 42181313 / 26601313 / 26606816**.

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With Best Wishes

Sanjay Subramanya T
(Director - Administration)


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Ref Code: CI / 2018-2019 / 1734 / A

ILM / F / 45 / 1.3

Annexure - 1
CTC Breakup

Code	A	CTC	16500
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Breakup of the Compensation	
Basic	9474
HRA	1458
CCA	972
TA	1458
Bonus	1214
Performance Based Incentives *	0
Additional Mandatory Incentives **	0
Gross Earnings (1)	14576

Deductions	
Professional Tax	0
ESI Contribution	255
PF Contribution (Savings)	1137

ILM's Contribution	
ESI Contribution	692
PF Contribution (Savings)	1232
Total (2)	1924

Take Home	13184
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Total CTC (1) + (2)	16500
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Note:

1. You will be provided free standard outstation accommodation at your place of posting.
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).
3. * **Performance Based Incentives** - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month)
4. ** **Additional Mandatory Incentives** - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month)

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Ref Code: CI / 2018-2019 / 1735 / A

ILM / F / 45 / 1.3

ILM'S Internship
Offer Letter

To,
Mr. M Shashi Priya

Date: 29-12-2018

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English"** under ILM'S Internship programme for the academic year June / July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospect that lies ahead when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent role and responsibility as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2019. **During the training only standard accommodation will be provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).**
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b) Career Prospect:

- 1) **ILM'S INTERNSHIP PROGRAM:** You can look at your career in ILM as a short-term (one academic year) or a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over

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Ref Code: CI / 2018-2019 / 1735 / A

ILM / F / 45 / 1.3

others. If you intend a long term career, you can look at a professionally and financially satisfying career growth with us.

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c) Academic Growth:

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Financial Growth

Part – 1

1. You are selected under **Category – A** and you will be paid ` **16,500/- (Rupees Sixteen Thousand Five Hundred) CTC-Cost to the Company per Month** from the date of your reporting to the school. (See Annexure-1 – CTC Breakup)
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3. Besides the **CTC**, you can also enhance your earning by becoming a Trainer / Assessor for **ILM'S** "English Today International" Exams.

Part – 2

1. **Performance Based Incentives:** Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` **500/-** per month to ` **3,000/-** per month or as decided by **ILM**.
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Our Requirements

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Ref Code: CI / 2018-2019 / 1735 / A

ILM / F / 45 / 1.3

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India including your home state.
4. After the preliminary training, if you do not report for your assignment you will have to pay us ` 30,000/- plus applicable GST (In case if you discontinue the preliminary training on a prorata basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

You are required to send us your acceptance letter of the above terms and conditions on or before **28-02-2019** along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
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With Best Wishes

Sanjay Subramanya T
(Director - Administration)

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Andalapurmet (M), R.R. Dist. HYD-501 512

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Ref Code: CI / 2018-2019 / 1735 / A

ILM / F / 45 / 1.3

Annexure - 1
CTC Breakup

Code	A	CTC	16500
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Breakup of the Compensation	
Basic	9474
HRA	1458
CCA	972
TA	1458
Bonus	1214
Performance Based Incentives *	0
Additional Mandatory Incentives **	0
Gross Earnings (1)	14576

Deductions	
Professional Tax	0
ESI Contribution	255
PF Contribution (Savings)	1137

ILM's Contribution	
ESI Contribution	692
PF Contribution (Savings)	1232
Total (2)	1924

Take Home	13184	Total CTC (1) + (2)	16500
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- Note:**
1. You will be provided free standard outstation accommodation at your place of posting.
 2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).
 3. * **Performance Based Incentives** - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month)
 4. ** **Additional Mandatory Incentives** - For candidates who get selected and are willing to work in ILM'S notified North Indian states. (Between ₹ 2000/- & ₹ 3000/- per month)

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Ref Code: CI / 2018-2019 / 1729 / A

ILM / F / 45 / 1.3

ILM'S Internship
Offer Letter

To,
Mr. K Shivaraju

Date: 29-12-2018

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English"** under **ILM'S** Internship programme for the academic year June / July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the **ILM** family, we request you to go through and understand the Professional, Financial and Personal growth prospect that lies ahead when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent role and responsibility as a Professional Faculty / Employee of **ILM**.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2019. **During the training only standard accommodation will be provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. This preliminary training will equip you with the teaching knowledge and the skills required for your profession in **ILM**.

b) Career Prospect:

- 1) **ILM'S INTERNSHIP PROGRAM:** You can look at your career in ILM as a short-term (one academic year) or a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over

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Ref Code: CI / 2018-2019 / 1729 / A

ILM / F / 45 / 1.3

others. If you intend a long term career, you can look at a professionally and financially satisfying career growth with us.

- 2) Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the following is the career growth path in ILM:

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c) Academic Growth:

- 1) During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. On successful completion of the course and the academic year assignment you will be awarded a certificate.
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Financial Growth

Part – 1

1. You are selected under **Category – A** and you will be paid ` **16,500/- (Rupees Sixteen Thousand Five Hundred) CTC-Cost to the Company per Month** from the date of your reporting to the school. (See Annexure-1 – CTC Breakup)
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Part – 2

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Ref Code: CI / 2018-2019 / 1729 / A

ILM / F / 45 / 1.3

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India including your home state.
4. After the preliminary training, if you do not report for your assignment you will have to pay us ` 30,000/- plus applicable GST (In case if you discontinue the preliminary training on a prorata basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

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With Best Wishes

Sanjay Subramanya T
(Director - Administration)

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Dist. R.R. Dist. HYD-501 512.

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Ref Code: CI / 2018-2019 / 1729 / A

ILM / F / 45 / 1.3

Annexure - 1
CTC Breakup

Code	A	CTC	16500
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Breakup of the Compensation	
Basic	9474
HRA	1458
CCA	972
TA	1458
Bonus	1214
Performance Based Incentives *	0
Additional Mandatory Incentives **	0
Gross Earnings (1)	14576

Deductions	
Professional Tax	0
ESI Contribution	255
PF Contribution (Savings)	1137

ILM's Contribution	
ESI Contribution	692
PF Contribution (Savings)	1232
Total (2)	1924

Take Home	13184
-----------	-------

Total CTC (1) + (2)	16500
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Note:

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Ref Code: CI / 2018-2019 / 1730 / A

ILM / F / 45 / 1.3

ILM'S Internship
Offer Letter

To,
Mr. Parne Shivaprasad Reddy

Date: 29-12-2018

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English"** under **ILM'S** Internship programme for the academic year June / July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the **ILM** family, we request you to go through and understand the Professional, Financial and Personal growth prospect that lies ahead when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent role and responsibility as a Professional Faculty / Employee of **ILM**.

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Ref Code: CI / 2018-2019 / 1730 / A

ILM / F / 45 / 1.3

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Financial Growth
Part – 1

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Ref Code: CI / 2018-2019 / 1730 / A

ILM / F / 45 / 1.3

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India including your home state.
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Sanjay Subramanya T
(Director - Administration)


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Ref Code: CI / 2018-2019 / 1730 / A

ILM / F / 45 / 1.3

Annexure - 1
CTC Breakup

Code	A	CTC	16500
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Breakup of the Compensation	
Basic	9474
HRA	1458
CCA	972
TA	1458
Bonus	1214
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Additional Mandatory Incentives **	0
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ILM's Contribution	
ESI Contribution	692
PF Contribution (Savings)	1232
Total (2)	1924

Take Home	13184
-----------	-------

Total CTC (1) + (2)	16500
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Note:

1. You will be provided free standard outstation accommodation at your place of posting.
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).
3. * **Performance Based Incentives** - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month)
4. ** **Additional Mandatory Incentives** - For candidates who get selected and are willing to work in ILM'S notified North Indian states. (Between ₹ 2000/- & ₹ 3000/- per month)

PRINCIPAL
Annamacharya Institute of
Technology & Sciences

Page 5 of 5



Ref Code: CI / 2018-2019 / 1731 / A

ILM / F / 45 / 1.3

ILM'S Internship
Offer Letter

To,
Mr. Mallaboina Mahesh

Date: 29-12-2018

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English"** under ILM'S Internship programme for the academic year June / July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospect that lies ahead when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent role and responsibility as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary training for 6-8 weeks in Bangalore during April / May / June 2019. **During the training only standard accommodation will be provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. This preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

b) Career Prospect:

- 1) **ILM'S INTERNSHIP PROGRAM:** You can look at your career in ILM as a short-term (one academic year) or a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over

PRINCIPAL

Annamacharya Institute of
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Piglipur (V), Batasingaram (Post)

Page 1 of 5



Ref Code: CI / 2018-2019 / 1731 / A

ILM / F / 45 / 1.3

others. If you intend a long term career, you can look at a professionally and financially satisfying career growth with us.

- 2) Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

- 3) You will also be made an ILM – SQA AM- Associate Member (If eligible). By becoming an ILM – SQA AM you will get an enormous opportunity to help the student community as well as earn an “unlimited income” for yourself.

c) Academic Growth:

- 1) During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. On successful completion of the course and the academic year assignment you will be awarded a certificate.
- 2) You can also become a trainer for ILM'S “English Today International” Exams. Candidates, who meet the minimum professional requirement set by ILM, can look forward to an exciting professional growth as “Assessors” for ILM'S “English Today International” Exams.

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid for, while learning it.

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Abdullapurmel (M), R.R. Dist. HYD-501 512.

Page 2 of 5



Financial Growth

Part – 1

1. You are selected under **Category – A** and you will be paid ` **16,500/- (Rupees Sixteen Thousand Five Hundred) CTC-Cost to the Company per Month** from the date of your reporting to the school. (See Annexure-1 – CTC Breakup)
2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment, after your preliminary training and travelling allowance wherever applicable as per **ILM'S** policy. (**Candidates can also opt to stay on their own at their own cost.**)
3. Besides the **CTC**, you can also enhance your earning by becoming a Trainer / Assessor for **ILM'S** "English Today International" Exams.

Part – 2

1. **Performance Based Incentives:** Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` **500/-** per month to ` **3,000/-** per month or as decided by **ILM**.
2. **Additional Mandatory Incentives:** Additional Mandatory Incentive is paid, if you get short listed and are willing to work in **ILM'S** notified North Indian states. You can earn from ` **2,000/-** per month to ` **3,000/-** per month or as decided by **ILM** depending upon the state you are posted.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the internship you can, if you desire, exercise the option to continue as a faculty subject to meeting **ILM'S** performance criteria.

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Bazsal (M.R.F. Dist. HYD-501 512)

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Ref Code: CI / 2018-2019 / 1731 / A

ILM / F / 45 / 1.3

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India including your home state.
4. After the preliminary training, if you do not report for your assignment you will have to pay us ` 30,000/- plus applicable GST (In case if you discontinue the preliminary training on a prorata basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

You are required to send us your acceptance letter of the above terms and conditions on or before **28-02-2019** along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.
6. Aadhar Card Copy of Parents for ESI coverage (Medical coverage in ESI hospitals).

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080 - 42181313 / 26601313 / 26606816**.

Note: Even though the last date for acceptance is set as **28-02-2019**, you are advised to send your acceptance letter as soon as possible. **ILM** reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.

With Best Wishes

Sanjay Subramanya T
(Director - Administration)

PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Aodullapurmet (M), R.R. Dist. HYD-501 512.



Ref Code: CI / 2018-2019 / 1731 / A

ILM / F / 45 / 1.3

Annexure - 1
CTC Breakup

Code	A	CTC	16500
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Breakup of the Compensation	
Basic	9474
HRA	1458
CCA	972
TA	1458
Bonus	1214
Performance Based Incentives *	0
Additional Mandatory Incentives **	0
Gross Earnings (1)	14576

Deductions	
Professional Tax	0
ESI Contribution	255
PF Contribution (Savings)	1137

ILM's Contribution	
ESI Contribution	692
PF Contribution (Savings)	1232
Total (2)	1924

Take Home	13184
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Total CTC (1) + (2)	16500
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Note:

1. You will be provided free standard outstation accommodation at your place of posting.
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).
3. * **Performance Based Incentives** - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month)
4. ** **Additional Mandatory Incentives** - For candidates who get selected and are willing to work in ILM'S notified North Indian states. (Between ₹ 2000/- & ₹ 3000/- per month)

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Page 5 of 5



Ref Code: CI / 2018-2019 / 1732 / A

ILM / F / 45 / 1.3

ILM'S Internship
Offer Letter

To,
Ms. Kongari Tapasya

Date: 29-12-2018

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **"Professional Faculty – Communicative English"** under ILM'S Internship programme for the academic year June / July 2019 to February / March 2020 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospect that lies ahead when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent role and responsibility as a Professional Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

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- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. This preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

b) Career Prospect:

- 1) **ILM'S INTERNSHIP PROGRAM:** You can look at your career in ILM as a short-term (one academic year) or a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over

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Technology & Sciences

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Ref Code: CI / 2018-2019 / 1732 / A

ILM / F / 45 / 1.3

others. If you intend a long term career, you can look at a professionally and financially satisfying career growth with us.

- 2) Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM the following is the career growth path in ILM:

Senior Professional Faculty → Trainee Team-Leader → Team Leader → Zone Head → Group Head → Cluster Head → Divisional Head.

- 3) You will also be made an ILM – SQA AM- Associate Member (If eligible). By becoming an ILM – SQA AM you will get an enormous opportunity to help the student community as well as earn an “unlimited income” for yourself.

c) Academic Growth:

- 1) During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. On successful completion of the course and the academic year assignment you will be awarded a certificate.
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We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid for, while learning it.

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Piglipur (V), Batasingaram (Pbost)
Amdullapurmet (M), R.R. Dist. HYD-501 512.

Page 2 of 5



Financial Growth
Part – 1

1. You are selected under **Category – A** and you will be paid ` **16,500/- (Rupees Sixteen Thousand Five Hundred) CTC-Cost to the Company per Month** from the date of your reporting to the school. (See Annexure-1 – CTC Breakup)
2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment, after your preliminary training and travelling allowance wherever applicable as per **ILM'S** policy. (**Candidates can also opt to stay on their own at their own cost.**)
3. Besides the **CTC**, you can also enhance your earning by becoming a Trainer / Assessor for **ILM'S** "English Today International" Exams.

Part – 2

1. **Performance Based Incentives:** Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ` **500/-** per month to ` **3,000/-** per month or as decided by **ILM**.
2. **Additional Mandatory Incentives:** Additional Mandatory Incentive is paid, if you get short listed and are willing to work in **ILM'S** notified North Indian states. You can earn from ` **2,000/-** per month to ` **3,000/-** per month or as decided by **ILM** depending upon the state you are posted.

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a Professional faculty with us for at least one academic year. After the internship you can, if you desire, exercise the option to continue as a faculty subject to meeting **ILM'S** performance criteria.

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Ref Code: CI / 2018-2019 / 1732 / A

ILM / F / 45 / 1.3

2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India including your home state.
4. After the preliminary training, if you do not report for your assignment you will have to pay us ` 30,000/- plus applicable GST (In case if you discontinue the preliminary training on a prorata basis depending on the number of days you attend the training) towards the cost of training in the name of "Campus Guide (P) Ltd".

You are required to send us your acceptance letter of the above terms and conditions on or before **28-02-2019** along with following documents:-

1. Your recent passport size photograph (2 nos).
2. Aadhar Number / Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.
6. Aadhar Card Copy of Parents for ESI coverage (Medical coverage in ESI hospitals).

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With Best Wishes

Sanjay Subramanya T
(Director - Administration)

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Annamacharya Institute of
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Andalapurmet (M), R.R. Dist. HYD-501 512.

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Ref Code: CI / 2018-2019 / 1732 / A

ILM / F / 45 / 1.3

Annexure - 1
CTC Breakup

Code	A	CTC	16500
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Breakup of the Compensation	
Basic	9474
HRA	1458
CCA	972
TA	1458
Bonus	1214
Performance Based Incentives *	0
Additional Mandatory Incentives **	0
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Deductions	
Professional Tax	0
ESI Contribution	255
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ILM's Contribution	
ESI Contribution	692
PF Contribution (Savings)	1232
Total (2)	1924

Take Home	13184
------------------	--------------

Total CTC (1) + (2)	16500
----------------------------	--------------

Note:

1. You will be provided free standard outstation accommodation at your place of posting.
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).
3. * **Performance Based Incentives** - Variable component based on your performance. (Between ₹ 500/- & ₹ 3000/- per month)
4. ** **Additional Mandatory Incentives** - For candidates who get selected and are willing to work in ILM'S notified North Indian states. (Between ₹ 2000/- & ₹ 3000/- per month)

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Technology & Sciences

Maintec

Maintec Technologies Pvt. Ltd.,
3M-215, East of NGEF, Outer Ring Road,
Kasturi Nagar, Bangalore – 560 043, India.
Tel : 080 - 42718000, 080 - 25071950
www.maintec.com
CIN : U72200KA1997PTC023121

Date: 11th Dec'18

To
Mr. Banda Shiva

Sub: Conditional Offer Letter

Further to our campus interview, we are happy to offer you the position of **Network Analyst** with our company. Your initial place of work will be at **Chennai**.

Please note that your appointment will be subject to your successful completion of the training and final assessment by the client. On selection by the client, we wish arrange to issue the Appointment Letter.

Your training location would be at Chennai. However, the deployment location will be based on client's requirement. The working hours shall be based on specific project needs, which may include working in different shifts based on client requirements. From time to time, you may be required to travel to other locations within India or overseas as may be required.

At the time of training, you are requested to submit copies of the following self-attested documents along with original school certificate of 10th/12th for our records:

1. Original Certificates in support of your qualification (10th, 12th and Graduation certificates)
2. Four Passport Size photographs.
3. ID Proof (Voter ID/ Passport)
4. Address proof (Election ID/Driving License/Aadhaar Card)
5. Pan card copy

Upon successful appointment your **Annual CTC** will be **Rs.1,80,000/- (Rupees One Lakh Eighty Thousand only)**, subject to all applicable statutory deductions. While your initial core focus is on **"Network Analyst"** and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

The training will commence on 14th Dec, 2018 and you will be intimated on client assessments during the training period.

Sincerely,



(Y.N.Ramachandran)
Vice-President – Head of Training



PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Aodullapurmet (M), R.R. Dist. HYD-501 512



Maintec Technologies Pvt. Ltd.,
3M-215, East of NGEF, Outer Ring Road,
Kasturi Nagar, Bangalore – 560 043, India.
Tel : 080 - 427 18000, 080 - 2507 1950
www.maintec.com
CIN : U72200KA1997PTC023121

Date: 11th Dec'18

To
Mr. Bodige Gowtham Kumar Goud

Sub: Conditional Offer Letter

Further to our campus interview, we are happy to offer you the position of **Network Analyst** with our company. Your initial place of work will be at **Chennai**.

Please note that your appointment will be subject to your successful completion of the training and final assessment by the client. On selection by the client, we wish arrange to issue the Appointment Letter.

Your training location would be at Chennai. However, the deployment location will be based on client's requirement. The working hours shall be based on specific project needs, which may include working in different shifts based on client requirements. From time to time, you may be required to travel to other locations within India or overseas as may be required.

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The training will commence on 14th Dec, 2018 and you will be intimated on client assessments during the training period.

Sincerely,

(Y.N.Ramachandran)
Vice-President – Head of Training

PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Aduilapurmet (M), R.R. Dist. HYD-501 512.

Date: 11th Dec'18

To
Mr. Nimmanagoti Ravitheja

Sub: Conditional Offer Letter

Further to our campus interview, we are happy to offer you the position of **Network Analyst** with our company. Your initial place of work will be at **Chennai**.

Please note that your appointment will be subject to your successful completion of the training and final assessment by the client. On selection by the client, we wish arrange to issue the Appointment Letter.

Your training location would be at Chennai. However, the deployment location will be based on client's requirement. The working hours shall be based on specific project needs, which may include working in different shifts based on client requirements. From time to time, you may be required to travel to other locations within India or overseas as may be required.

At the time of training, you are requested to submit copies of the following self-attested documents along with original school certificate of 10th/12th for our records:

1. Original Certificates in support of your qualification (10th, 12th and Graduation certificates)
2. Four Passport Size photographs.
6. ID Proof (Voter ID/ Passport)
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8. Pan card copy

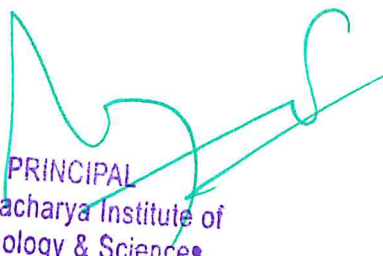
Upon successful appointment your **Annual CTC** will be **Rs.1,80,000/- (Rupees One Lakh Eighty Thousand only)**, subject to all applicable statutory deductions. While your initial core focus is on "**Network Analyst**" and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

The training will commence on 14th Dec, 2018 and you will be intimated on client assessments during the training period.

Sincerely,



(Y.N.Ramachandran)
Vice-President – Head of Training



PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Aodullapurmet (M), R.R. Dist. HYD-501 512.

Date: 11th Dec'18

To
Mr. Palla Santhosh Reddy

Sub: Conditional Offer Letter

Further to our campus interview, we are happy to offer you the position of **Network Analyst** with our company. Your initial place of work will be at **Chennai**.

Please note that your appointment will be subject to your successful completion of the training and final assessment by the client. On selection by the client, we wish arrange to issue the Appointment Letter.

Your training location would be at Chennai. However, the deployment location will be based on client's requirement. The working hours shall be based on specific project needs, which may include working in different shifts based on client requirements. From time to time, you may be required to travel to other locations within India or overseas as may be required.

At the time of training, you are requested to submit copies of the following self-attested documents along with original school certificate of 10th/12th for our records:

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11. Pan card copy


Upon successful appointment your **Annual CTC** will be **Rs.1,80,000/- (Rupees One Lakh Eighty Thousand only)**, subject to all applicable statutory deductions. While your initial core focus is on "**Network Analyst**" and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

The training will commence on 14th Dec, 2018 and you will be intimated on client assessments during the training period.

Sincerely,



(Y.N. Ramachandran)
Vice-President – Head of Training



PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Ardullapurmet (M), R.R. Dist. HYD-501 512

Date: 11th Dec'18

To
Ms. Chegoju Sandhya

Sub: Conditional Offer Letter

Further to our campus interview, we are happy to offer you the position of **Network Analyst** with our company. Your initial place of work will be at **Chennai**.

Please note that your appointment will be subject to your successful completion of the training and final assessment by the client. On selection by the client, we wish arrange to issue the Appointment Letter.

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Sincerely,



(Y.N.Ramachandran)
Vice-President – Head of Training



PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Abdullapurmet (M), R.R. Dist. HYD-501 512

Date: 11th Dec'18

To
Mr. Masagalla Adesh

Sub: Conditional Offer Letter

Further to our campus interview, we are happy to offer you the position of **Network Analyst** with our company. Your initial place of work will be at **Chennai**.

Please note that your appointment will be subject to your successful completion of the training and final assessment by the client. On selection by the client, we wish arrange to issue the Appointment Letter.

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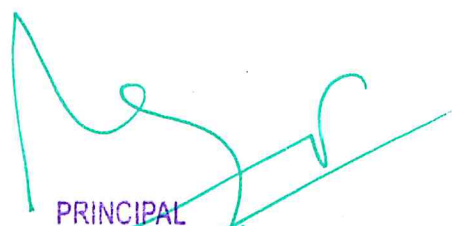
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The training will commence on 14th Dec, 2018 and you will be intimated on client assessments during the training period.

Sincerely,



(Y.N. Ramachandran)
Vice-President – Head of Training



PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Pillipur (V), Batasingaram (Post)
Aedullapurmet (M), R.R. Dist. HYD-501 512.

Date: 11th Dec'18

To
Mr. Eppala Prabhucharan

Sub: Conditional Offer Letter

Further to our campus interview, we are happy to offer you the position of **Network Analyst** with our company. Your initial place of work will be at **Chennai**.

Please note that your appointment will be subject to your successful completion of the training and final assessment by the client. On selection by the client, we wish arrange to issue the Appointment Letter.

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19. Address proof (Election ID/Driving License/Aadhaar Card)
20. Pan card copy


Upon successful appointment your **Annual CTC** will be **Rs.1,80,000/- (Rupees One Lakh Eighty Thousand only)**, subject to all applicable statutory deductions. While your initial core focus is on "**Network Analyst**" and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

The training will commence on 14th Dec, 2018 and you will be intimated on client assessments during the training period.

Sincerely,



(Y.N. Ramachandran)
Vice-President – Head of Training



PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Pitlipur (V), Satasingaram (Post)
Adullapurmet (M), R.R. Dist. W.G-501 512

Date: 11th Dec'18

To
Mr. Mohd Rafeeq

Sub: Conditional Offer Letter

Further to our campus interview, we are happy to offer you the position of **Network Analyst** with our company. Your initial place of work will be at **Chennai**.

Please note that your appointment will be subject to your successful completion of the training and final assessment by the client. On selection by the client, we wish arrange to issue the Appointment Letter.

Your training location would be at Chennai. However, the deployment location will be based on client's requirement. The working hours shall be based on specific project needs, which may include working in different shifts based on client requirements. From time to time, you may be required to travel to other locations within India or overseas as may be required.

At the time of training, you are requested to submit copies of the following self-attested documents along with original school certificate of 10th/12th for our records:

1. Original Certificates in support of your qualification (10th, 12th and Graduation certificates)
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Sincerely,



(Y.N. Ramachandran)
Vice-President – Head of Training



PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
... .. (M), R.R. Dist: HYDRABAD-512.

Maintec

Maintec Technologies Pvt. Ltd.,
3M-215, East of NGEF, Outer Ring Road,
Kasturi Nagar, Bangalore – 560 043, India.
Tel : 080 - 42718000, 080 - 25071950
www.maintec.com
CIN : U72200KA1997PTC023121

Date: 11th Dec'18

To
Mr. Dasaroju Poornachary

Sub: Conditional Offer Letter

Further to our campus interview, we are happy to offer you the position of **Network Analyst** with our company. Your initial place of work will be at **Chennai**.

Please note that your appointment will be subject to your successful completion of the training and final assessment by the client. On selection by the client, we wish arrange to issue the Appointment Letter.

Your training location would be at Chennai. However, the deployment location will be based on client's requirement. The working hours shall be based on specific project needs, which may include working in different shifts based on client requirements. From time to time, you may be required to travel to other locations within India or overseas as may be required.

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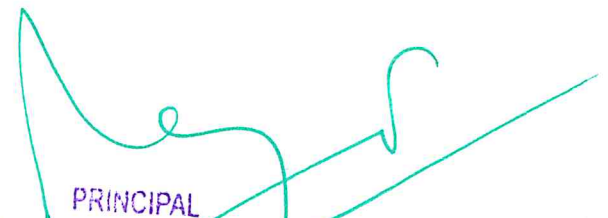
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Sincerely,



(Y.N. Ramachandran)
Vice-President – Head of Training



PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Abdullapurmet (M), R.R. Dist. HYD-501 512.

Date: 11th Dec'18

To
Mr. Jeedimadla Ravi

Sub: Conditional Offer Letter

Further to our campus interview, we are happy to offer you the position of **Network Analyst** with our company. Your initial place of work will be at **Chennai**.

Please note that your appointment will be subject to your successful completion of the training and final assessment by the client. On selection by the client, we wish arrange to issue the Appointment Letter.

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Upon successful appointment your **Annual CTC** will be **Rs.1,80,000/- (Rupees One Lakh Eighty Thousand only)**, subject to all applicable statutory deductions. While your initial core focus is on "**Network Analyst**" and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

The training will commence on 14th Dec, 2018 and you will be intimated on client assessments during the training period.

Sincerely,



(Y.N. Ramachandran)
Vice-President – Head of Training



PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Ballari (V), Batawaringam (Post)
Andhulapurpet (M), R.R. Dist. HYD-501 512

Date: 11th Dec'18

To
Mr. Dhileep Kumar Reddy Nukala

Sub: Conditional Offer Letter

Further to our campus interview, we are happy to offer you the position of **Network Analyst** with our company. Your initial place of work will be at **Chennai**.

Please note that your appointment will be subject to your successful completion of the training and final assessment by the client. On selection by the client, we wish arrange to issue the Appointment Letter.

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Upon successful appointment your **Annual CTC** will be **Rs.1,80,000/- (Rupees One Lakh Eighty Thousand only)**, subject to all applicable statutory deductions. While your initial core focus is on **"Network Analyst"** and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

The training will commence on 14th Dec, 2018 and you will be intimated on client assessments during the training period.

Sincerely,



(Y.N. Ramachandran)
Vice-President – Head of Training



PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Biglur (V), Batasingaram (Post)
Aodullapurmet (M), R.R. Dist. HYD-501 512.

Date: 11th Dec'18

To
Mr. K Raghu Dharahas Reddy

Sub: Conditional Offer Letter

Further to our campus interview, we are happy to offer you the position of **Network Analyst** with our company. Your initial place of work will be at **Chennai**.

Please note that your appointment will be subject to your successful completion of the training and final assessment by the client. On selection by the client, we wish arrange to issue the Appointment Letter.

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The training will commence on 14th Dec, 2018 and you will be intimated on client assessments during the training period.

Sincerely,



(Y.N.Ramachandran)
Vice-President – Head of Training



PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Ardullapurmet (M), R.R. Dist. HYD-501 512.

Date: 11th Dec'18

To
Mr. Mohd Abdul Muqeed

Sub: Conditional Offer Letter

Further to our campus interview, we are happy to offer you the position of **Network Analyst** with our company. Your initial place of work will be at **Chennai**.

Please note that your appointment will be subject to your successful completion of the training and final assessment by the client. On selection by the client, we wish arrange to issue the Appointment Letter.

Your training location would be at Chennai. However, the deployment location will be based on client's requirement. The working hours shall be based on specific project needs, which may include working in different shifts based on client requirements. From time to time, you may be required to travel to other locations within India or overseas as may be required.

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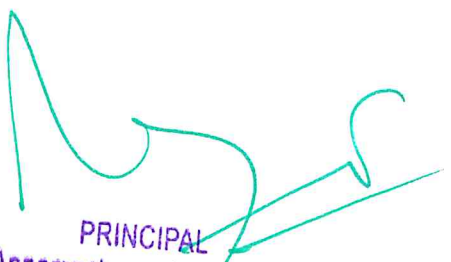
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The training will commence on 14th Dec, 2018 and you will be intimated on client assessments during the training period.

Sincerely,



(Y.N.Ramachandran)
Vice-President – Head of Training



PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Aadulapurmet (M), R.R. Dist. HYD-500 500

Date: February 26, 2019.

Letter of Offer of Employment

Dear Mohd Fouzan Ahmed

Raam Group is excited to bring you onboard as Business Trainee.

We are delighted to offer you the position of Business Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2018-19 at Annamacharya Institute of Technology and Science.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing

CTC salary : 2.4 LPA
Probation Period : 6 months
Training Period : 1 Year
Designation : Business Trainee
Location : Hyderabad

You will be officially joining us as Business Trainee after you graduate from your college in June 2019. We expect you to do an internship with us between March 2019.

Your performance and compensation will be reviewed annually.

A detailed appointment letter will be handed over to you at the time of your joining after complying with the joining formalities as per the rules of the organization. This offer is valid subject to your medical fitness, and background verification checks.

We welcome you and wish you all the best for a long and fruitful career with us.

Yours faithfully,

Raam Group

Terms & Conditions

1. Incentives are applicable after completion of 1st year (depends on position).
2. Salary increments would be as per industry standards.
3. Leaves are applicable after serving the probation period.

I accept the offer made above:


(Signature of the candidate)

Raam Group


PRINCIPAL
Annamacharya Institute of
Technology & Sciences
(Date) Piglipur (V), Balasingaram (Post)
Addullapurmet (M), R.R. Dist. HYD-501 512

Salary Structure:

Annual CTC	240,000	Monthly CTC	20,000
Basic	8807	Provident Fund	1961
HRA	3523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4050		
Total Gross	17613		
Net Salary	15643		
Employer PF	1831		
Employer ESI	556		
Monthly CTC	20,000	Total Deductions	2240


PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Abdullapurmet (M), R.R. Dist. HYD-501 512

Date: February 26, 2019.

Letter of Offer of Employment

Dear Madimalla Abhilash

Raam Group is excited to bring you onboard as Business Trainee.

We are delighted to offer you the position of Business Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2018-19 at Annamacharya Institute of Technology and Science.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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Designation	: Business Trainee
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We welcome you and wish you all the best for a long and fruitful career with us.
Yours faithfully,

Raam Group

Terms & Conditions

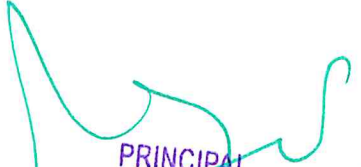
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I accept the offer made above:

(Signature of the candidate)

(Date)

Raam Group


PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Balasingaram (Post)
Andullapurmet (M), R.R. Dist. HYD-501 512

Date: February 26, 2019.

Letter of Offer of Employment

Dear S Sravan Kumar

Raam Group is excited to bring you onboard as Business Trainee.

We are delighted to offer you the position of Business Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2018-19 at Annamacharya Institute of Technology and Science.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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Yours faithfully,

Raam Group

Terms & Conditions

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I accept the offer made above:

(Signature of the candidate)

(Date)

Raam Group


PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Pigtlipur (V), Batasingaram (Post)
Andullapurmet (M), R.R. Dist. HYD-501 512

Date: February 26, 2019.

Letter of Offer of Employment

Dear Lakkakula Nikhil Kumar

Raam Group is excited to bring you onboard as Business Trainee.

We are delighted to offer you the position of Business Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2018-19 at Annamacharya Institute of Technology and Science.

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Terms & Conditions

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(Signature of the candidate)


PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Aodullapurmet (M), R.R. Dist. HYD-501 512

(Date)

Raam Group

Date: February 26, 2019.

Letter of Offer of Employment

Dear Marthe Mounika Reddy
Raam Group is excited to bring you onboard as Business Trainee.

We are delighted to offer you the position of Business Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2018-19 at Annamacharya Institute of Technology and Science.

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We welcome you and wish you all the best for a long and fruitful career with us.
Yours faithfully,

Raam Group

Terms & Conditions

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I accept the offer made above:

(Signature of the candidate)

PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Pigilpur (V), Batasingaram (Post)
Aedullapurmet (M), R.R. Dist. HYD-501 512

(Date)

Raam Group

Date: February 26, 2019.

Letter of Offer of Employment

Dear Maheshshuni Shiva Prasad

Raam Group is excited to bring you onboard as Business Trainee.

We are delighted to offer you the position of Business Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2018-19 at Annamacharya Institute of Technology and Science.

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Yours faithfully,


Raam Group

Terms & Conditions

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(Signature of the candidate)


PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Andhulapurmet (M), R.R. Dist. HYD-501 512.

(Date)

Raam Group

Date: February 26, 2019.

Letter of Offer of Employment

Dear Burri Murali

Raam Group is excited to bring you onboard as Business Trainee.

We are delighted to offer you the position of Business Trainee at Raam Group. It has been a pleasure interacting with you during campus recruitment drive 2018-19 at Annamacharya Institute of Technology and Science.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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Yours faithfully,

Raam Group

Terms & Conditions

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(Signature of the candidate)

PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Abdullapurmet (M), R.R. Dist. HYD-501 512

(Date)

Raam Group



Offer: Computer Consultancy
Ref: TCSL/DT20184621476/Hyderabad
Date: 09/10/2018

Ms. Erla Sneha Reddy
10/25/3/7Naagulabaaviveedi,
Naagulabaaviveedi,
Telangana.

Dear Ms. Erla Sneha Reddy

Sub: Letter of Offer

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

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

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

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

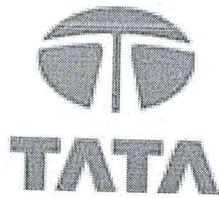
After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a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

PRINCIPAL
Annamacharya Institute of
Technology & Sciences
Piglipur (V), Batasingaram (Post)
Aedullapurmet (M), R.R. Dist. HYD-501 512

TCS Confidential
TCSL/ DT20184621476

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 Career Services: 1800 200 2113 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Personal Allowance

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

4. Food Card

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

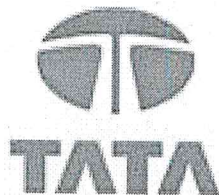
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TATA CONSULTANCY SERVICES

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 Career Enquiries: 1800 200 9111 Email: careers@tcs.com

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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 Initial Learning Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

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

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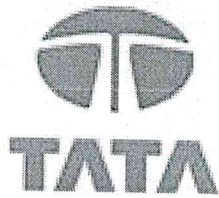
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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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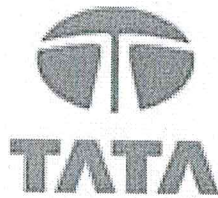
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You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Disclaimer

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

3. Training Period

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

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

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unsatisfactory, TCSL may terminate your traineeship forthwith.

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

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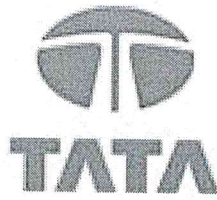
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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

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

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notice as mentioned herein above.

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

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

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

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

19. Submission of Documents

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

- Permanent Account Number (PAN) Card

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

- Standard X and XII mark sheets equivalent

- Degree certificate and mark sheets for all semesters

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

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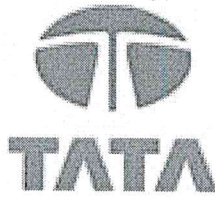
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TCS Corporate Services: 1900 200 2111 Email: cs@tcs.com

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

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

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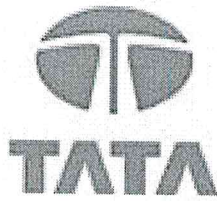
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23. Compliance to all clauses

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

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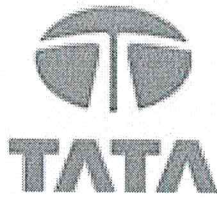
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Withdrawal of Offer

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

K Ganesan
Global Head Talent Acquisition & AIP



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

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

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Name	Erla Sneha Reddy
Designation	Assistant System Engineer-Trainee
Institute Name	Annamacharya Institute Of Technology And Science

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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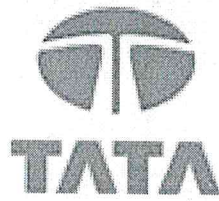
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Annexure

Regional Offices

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

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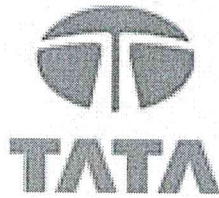
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Annexure

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

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Aadullapurmet (M), R.R. Dist. HYD-501 512

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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 Corporate Services Line: 1800 300 3111 Email: cs@tcs.com



2. Retainer/Consultant's Obligations

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

3. Intellectual Property Rights

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

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TCS Confidential: 1800 200 2113 Email: cs@tcs.com



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines

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

7. Restriction on Retainer/Consultant's Rights

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

8. No License

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

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TCS Career Services: 1800 200 2111 Email: careers@tcs.com



9. Equitable Rights

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

10. General

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

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

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

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

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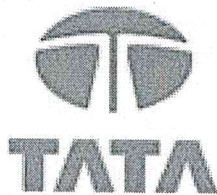
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Center Singapore: 1800 300 2111 Email: cscenter@tcs.com

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Aqullapurmet (M), R.R. Dist. HYD-501 512

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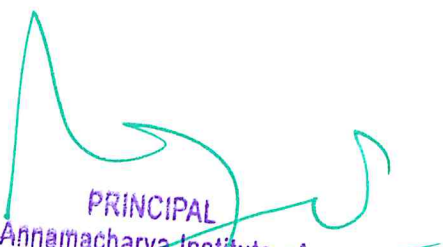


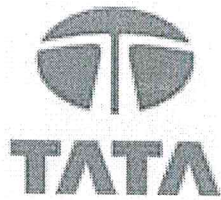
(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

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

11. Non-Compete

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


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Biglipur (V), Batasingaram (Post)
Andhlagurmet (M), R.R. Dist. HYD-501 512.



Offer: Computer Consultancy
Ref: TCSL/DT20184916431/Hyderabad
Date: 09/10/2018

Mr.Mitta Tejaprakash
Ward 17,Pochampalle,
Telangana

Dear Mr.Mitta Tejaprakash,

Sub: Letter of Offer

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

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

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

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

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

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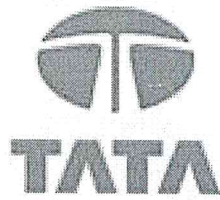
Tata Consultancy Services Limited

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 Career Enquiry Line: 1800 300 3113 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20184823751/Hyderabad
Date: 09/10/2018

Ms.G Kavitha,
1/8/723-89
Shankarapalle
Hyderabad.

Dear Ms.G Kavitha,

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.

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Ardullapurmet (M), R.R. Dist. HYD-501 512.

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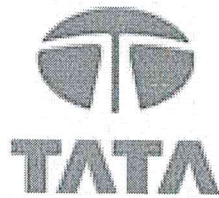
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Enquiries: 1800 300 3111 Email: careers@tcs.com



Offer: Computer Consultancy

Ref: TCSL/DT20185793255/Hyderabad

Date: 09/10/2018

Ms.Udari Sandhya,
Rajiv Gruha Kalpa,
Nagole
Hyderabad.

Dear Ms.Udari Sandhya

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.

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

TCS Career Services Line: 1800 200 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20184187635/Hyderabad
Date: 09/10/2018

Ms.Maviya Ruhi,
Near Pochama Temple
Muchintal,
Hyderabad.

Dear Ms.Maviya Ruhi

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.

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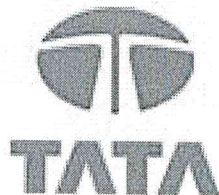
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TCS Career Centre India: 1800 200 2111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20184822789/Hyderabad
Date: 09/10/2018

Ms. Mahima Musinipally
Yaprall Village, Kosgi,
Telangana

Dear Ms. Mahima Musinipally

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.

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158, H.No: 1001, R.R. Dist. HYD-501 512

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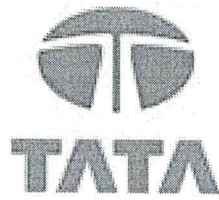
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Services: 1800 200 2111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20184822568/Hyderabad
Date: 09/10/2018

Mr.Are Bhanu
5-2-348,Pedavri Street
Warrangal,Telangana

Dear Mr.Are Bhanu

Sub: Letter of Offer

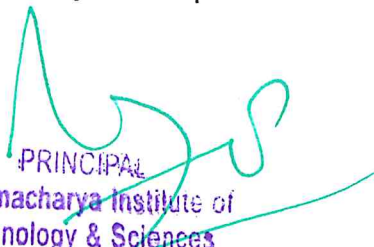
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