



A.S.D. Government Degree College for Women

An Autonomous Institution

Jagannaickpur, Kakinada, Andhra Pradesh-533002

Affiliated to Adikavi Nannaya University, Rajamahendravaram



INTERNAL QUALITY ASSURANCE CELL

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

HIGHER PROGRESSION-PLACEMENTS



(2022-2023) Part-1


A.S.D.GOVT.DEGREE COLLEGE FOR(W)(A), KAKINADA

HIGHER PROGRESSION




2022-23

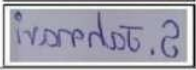


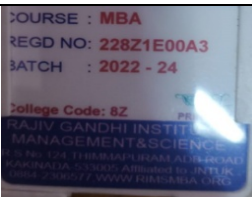

S.NO	REGISER NUMBER	NAME OF THE STUDENT	HALL TICKET NO	SUBJECT	RANK	PHOTO	ADMITTED INTO	UNIVERSITY
1	1911032	B.RENUKA	11520230359	M.A POLITICAL SCIENCE	197		M.S.N P.G.CENTER KAKINADA	Regd. NO : 2284404001 COURSE : POLITICAL SCIENCE BATCH NO : 2022 - 2024 PH.NO : 9505860224 ADDRESS : FLOT NO:35, YETIMOGA, KONDAABABU COLONY, KAKINADA, Principal
2	2011031	NAKKA NAVITHA	11520230364	M.A POLITICAL SCIENCE	598		M.S.N P.G.CENTER KAKINADA	Regd. NO : 2284404001 COURSE : POLITICAL SCIENCE BATCH NO : 2022 - 2024 PH.NO : 9505860224 ADDRESS : FLOT NO:35, YETIMOGA, KONDAABABU COLONY, KAKINADA, Principal

3	2011211Z	B.LAKSHMISREYA	11520230365	MA., POLITICAL SCIENCE	599		M.S.N. P.G.CENTER KAKINADA	 <p>Regd. NO : 2384404001 COURSE : POLITICAL SCIENCE BATCH NO : 2022 - 2024 PH NO : 9505860224 ADDRESS : FLOT NO:35,YETIMOGA, KONDABABU COLONY, KAKINADA.</p>
4		P.CHELLAYAMMA	11420230166	MA.,HISTORY	195		ADIKAVI NANNAYA UNIVERSITY RAJAM AHENDRAVARAM	 <p>APPLICANT 2023 Post Graduate Common Entrance Tests Established by Andhra University, Visakhapatnam on behalf of APSCET BANK CARD Held Under No: 11420230166 Candidate's Name: P. CHELLAYAMMA Father's Name: P. CHELLAYAMMA Type Code & Paper: 194 - History Date of Birth: 28/08/1995 Matri. Obtained: 100 Mark: 100 Signature: P. Chellayamma Counter: [Signature]</p>
5	2011008	V.SATYASRI	11620230228	MA.,ECONOMICS	85		ANDHRA UNIVERSITY VISAKHAPATM	
6	2013006	K.DEVI SRI	11620230198	M.A., ECONOMICS	112	 	ADIKAVINANNAYA UNIVERSITY RAJAMAHENDRAVA RAM	
7	2011044	Y.KEERTHANA	11620230209	M.A., ECONOMICS	237		M.S.N.P.G. CENTERKAKINADA	 <p>REGD. NO : 2384403002 COURSE : MA ECONOMICS BATCH NO : 2023 - 2025 AADHAR NO : 5335 2608 5328 STUDENT NO : 8897032683 PERENT/GUARDIAN NO:9912182483 ADDRESS : 51-2-407, Dall mill Area, Yimogala Temple street, Kakinada Dist.</p>
8	2011037	R.KASTURI	11620230213	M.A.,ECONOMICS	277		M.S.N.P.G. CENTER KAKINADA	 <p>REGD. NO : 2384403002 COURSE : MA ECONOMICS BATCH NO : 2023 - 2025 AADHAR NO : 5335 2608 5328 STUDENT NO : 8897032683 PERENT/GUARDIAN NO:9912182483 ADDRESS : 51-2-407, Dall mill Area, Yimogala Temple street, Kakinada Dist.</p>






9	2013004	A.SRI LOWKITH A	11620230250	M.A.,ECONOMICS	305		ADIKAVI NANNAYA UNIVERSITY RAJAMAHENDR AVARAM	
10	2011015	D.KAVITHA	11620230253	M.A.,ECONOMICS	367		ADIKAVI NANNAYA UNIVERSITY RAJAMAHENDR AVARAM	
11		Ch. DIVYA	10320177	M.A.,TELUGU	277		ACHARYA NAGARJUNA UNIVERSITY	
12		HA BATHUL A JHANSI	3020230363	M.Sc., BOTANY	202		P.R.COLLEGE KAKINADA	
13		MEHAR GAYATRI	30120231821	MSc., LIFE SCIENCES	2203		HINDHU COLLEGE GUNTUR	











14		BOMMIDI DHANA VENKATA LAKSHMI		B.Sc .4 th YEAR HORTICU LTURE	2392		P.R.G.COLLEGE KAKINADA	
15		GUDAPARTHI . NEHA REESHMI	30120231564	MSc., LIFE SCIENC ES	2891		P.R.G.COLLEGE KAKINADA	
16		POLAURI .AKHILA	30320230362	MSc., BOTANY	35		P.R.G.COLLEGE KAKINADA	
17		Y.MANISHA	30320230402	MSc., BOTANY	815		P.R.G.COLLEGE KAKINADA	
18		LINGAM NOOKA RATNAM	30420230011	MSc SERICULTURE	46		P.R.G COLLEGE KAKINADA	
19		CHILAKA . INDU	30420230013	MSc., SERICULTURE	32		SRI PADAMAVATHI MAHILA UNIVERSITY TRIUPATHI	











20	M.RAMYAJOY		B,Sc. 4 TH YEAR BOTANY HONOURS		PRGC(A),KAKINADA	 <p>Results for APGCET - 2024 PGCET Hallticket No : 4065401213 Subject : 301 - LIFE SCIENCES Candidate's Name : MENGETTI RAMYA JOY Father's Name : MENGETTI JOSHUA Total : 37 Rank : 1095</p>
21	R.,DEDEPYA		B,Sc. 4 TH YEAR BOTANY HONOURS		PRGC(A),KAKINADA	 <p>Results for APGCET - 2024 PGCET Hallticket No : 4065401213 Subject : 301 - LIFE SCIENCES Candidate's Name : MENGETTI RAMYA JOY Father's Name : MENGETTI JOSHUA Total : 37 Rank : 1095</p>
22	M..KEERTHI		B,Sc 4 TH YEAR CHEMISTRY HONOURS		PRGC(A),KAKINADA	
23	BAREE .SATYA SLEKHA		MBA		KIET COLLEGE KORANGI	
24	MALLADI KARUNA		MBA		KIET COLLEGE KORANGI	

25		SAPE. JAHANVI	21223 417	M.COM		 	M.COM ADIKAVI NAMANY A UNIVERSI TY RAJAHMU NDRY	
26		MURRE .SRAVANI	21223 566	M.COM	639		M.COM ADIKAVI NAMANY A UNIVERSI TY RAJAHMU NDRY	
27		JONNALAGADDA. KUMARI		MBA	PAYM		RAJIV GANDHI COLLEGE	
28		G.SRIJYOTHI	MPC	1564	CHEMIC AL SCIENC ES		P.R.G.COLLEGE KAKINADA	
29		K.VIJAYA DURGA BHAVANA	MPCs	1189	CHEMIC AL SCIENC ES		P.R.G.COLLEGE KAKINADA	




30		G.TRIVENI	MPC	916		P.R.G.COLLEGE KAKINADA	
31		P.PRAVALLIKA	MPC	5907		P.R.G.COLLEGE KAKINADA	
32		PANCHADA .KUSUMA	30520230677	M.SC ZOOLOGY		ANDHRA UNIVERSITY	











33		D.NAVYA		M.SC BOTANY		ANDHRA UNIVERSITY OF COLLEGEAND TECHNOLOGY, VISHAKHAPATN AM.	
34		P. KAVYA VARSHINI	30520230293	MBA		ADITYA EDUCATIONAL INSTITUTION,	
35		VASARAPU ANJALI	30520230625	ZOOLOGY		ANDHRA UNIVERSITY	

36		PUSAM CHANDINI DEVI	30520230715	M.SC BOTANY	856		ACHARYA NAGARJUNA UNIVERSITY GUNTUR.	
37		B.KAMALA		M.SC BOTANY			ACHARYA NAGARJUNA UNIVERSITY GUNTUR.	
38		CHERUKURI. SWATHISREE	30120231233	LIFE SCIENCES	663		ANDHRA UNIVERSITY ENVIRONMENTAL SCIENCE	
39		M.MANI PRIYA	30420230011	ENGLISH	100		ANDHRA UNIVERSITY VISAKHAPATNAM	
40		PALIVELA DEVISRI	10120230349	ENGLISH	408		ANDHRA UNIVERSITY VISAKHAPATNAM	
41		O. GUNA SRI	22016328	MBA	65.07%		POST GRADUATION DIPLOMA IN MANAGEMENT INSTITUTE OF INSURANCE AND RISK MANAGEMENT HYDERABAD	

42		YAJJALA PRAVALLIKA	-	ZOOLOGY 4TH YEAR HONOURS	-	-	IDEAL COLLEGE OF ARTS AND SCIENCES	
43		K.Suseela		B.Com-CA		MCA	RAJIV GANDHI COLLEGE	
44		DUNNA SONY	30120231466	M.SC MARINE BIOLOGY	4033		VIKRAMA SIMHAPURI UNIVERSITY	
45		DONAM NEELIMA	30120231508	M.SC AQUACULTURE	4077		SIR.C.R.REDDY COLLEGE	
46		K.GNANA NAGESWARI		CHEMISTRY 4TH YEAR HONOURS			IDEAL COLLEGE OF ARTS AND SCIENCES, KAKINADA.	
47		K.LAKSHMI KUMARI		CHEMISTRY 4TH YEAR HONOURS			IDEAL COLLEGE OF ARTS AND SCIENCES, KAKINADA.	
48		N.ANJALI		M.SC CLINICAL PSYCHOLOGY	366		MITWORLDPEACE UNIVERSITY,PUNE	




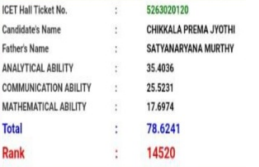

49				M.SCHOME SCIENCE (HUMAN DEVELOPMENT AND CHILD			SRI VENKATESWARA UNIVERSITY, TIRUPATI	
50		M.RAMYA	30120231346	M.SC HOME SCIENCE (HUMAN DEVELOPMENT AND CHILD WELFARE)	3479		SRI VENKATES WARA UNIVERSIT Y, TIRUPATI	
51		K.CHANDU V.MOUNJIROY	30120231554 30120231763	M.SC(HUMAN DEVELOPMENT ANDFAMILY STUDIES)	3814 3740		SRI PADMAVAT HIMAHILA VISHWA VIDYALAYA M, TIRUPATI	
52		D.SUJITHA	30220230129	M.SCFOOD, NUTRITION AND DIETETICS	344		A.U COLLEGE OF SCIENCE AND TECHNOLOG Y, VISAKHAPA TNAM	
53		B. NAGA PRIYANKA	30220230176	M. SC (COMMUNITY HEALTH & NUTRITION) WELFARE)	251		SRI PADMAVATH IMAHILA VISHWA VIDYALAYA M, TIRUPATI	

36		PUSAM CHANDINI DEVI	30520230715	M.SC BOTANY	856		ACHARYA NAGARJUNA UNIVERSITY GUNTUR.	
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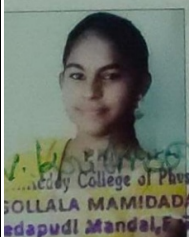
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47		K.LAKSHMI KUMARI		CHEMISTRY 4TH YEAR HONOURS			IDEAL COLLEGE OF ARTS AND SCIENCES, KAKINADA.	
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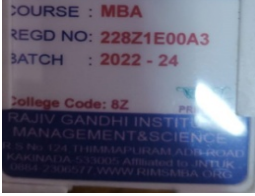
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54		G. ESTHER FLORENCE	HSC	M.SC FOOD AND NUTRITION			SRI PADMAVATHI MAHILA UNIVERSITY, TIRUPATI																			
55		K. LALITHADURGA	HSC	M.SC. HUMAN DEVELOPMENT AND CHILD WELFARE			S.V UNIVERSITY TIRUPATI																			
56		G. JYOTHI	HSC	TECHNICAL TEACHER TRAINING IN TAILORING AND EMBROIDERY			TECHNICAL TEACHER TRAINING INSTITUTE, KAKINADA																			
57		O. NAGALAKSHMI	HEP	POLITICAL SCIENCE (HONORS)			IDEAL COLLEGE ART & SCIENCE KAKINADA																			
58		P. VEERAVENI	MPCS	MCA			KIET COLLEGE KORANGI																			
59		M. RATNASRI	MPCS	MCA			KIET COLLEGE KORANGI	 <table border="1"> <thead> <tr> <th colspan="2">KIET - 2023 Results</th> </tr> </thead> <tbody> <tr> <td>KIET Hall Ticket No.</td> <td>: 5196010219</td> </tr> <tr> <td>Candidate's Name</td> <td>: MALLUVALASALA RATNASRI</td> </tr> <tr> <td>Father's Name</td> <td>: MALLUVALASALA DURGA</td> </tr> <tr> <td>ANALYTICAL ABILITY</td> <td>: 29.4844</td> </tr> <tr> <td>COMMUNICATION ABILITY</td> <td>: 31.6295</td> </tr> <tr> <td>MATHEMATICAL ABILITY</td> <td>: 9.1493</td> </tr> <tr> <td>Total</td> <td>: 70.2632</td> </tr> <tr> <td>Rank</td> <td>: 22369</td> </tr> </tbody> </table>	KIET - 2023 Results		KIET Hall Ticket No.	: 5196010219	Candidate's Name	: MALLUVALASALA RATNASRI	Father's Name	: MALLUVALASALA DURGA	ANALYTICAL ABILITY	: 29.4844	COMMUNICATION ABILITY	: 31.6295	MATHEMATICAL ABILITY	: 9.1493	Total	: 70.2632	Rank	: 22369
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62		B.MANI SUJANNA	MPCS	MCA			KIET COLLEGE KORANGI	
63		CH.PREMAJYOTHI	MPCS	MCA			ADITYA DEGREE & PG COLLEGE KAKINADA	
64		M.V.V.S.S.PRAVALLIKA	MPCS	MCA			KIET COLLEGE KORANGI	

65		K.LAKSHMI PRIYA DEEPIKA	MPCS	MCA				
66		G.GANGOTHRI	MPCS	MCA				
67		S.ANUSHA	MPCS	MCA				<p> ICET Hall Ticket No. : 5188010489 Candidate's Name : SEERAPU ANUSHA Father's Name : SEERAPU SIVA SANKAR PRASAD ANALYTICAL ABILITY : 25.4844 COMMUNICATION ABILITY : 25.4102 MATHEMATICAL ABILITY : 11.1928 Total : 66.0873 Rank : 26766 </p>
68		MD.BIBIJAN	CBMB	MSc., LIFE SCIENCE	1426			
69		CH.CHINNATHALLI	CBMB	MSc., LIFE SCIENCE	2652			

70		SD.MUSEERA	CBMB	MSc. ,LIFE SCIENCE	2859		P.R.G.COLLEGE KAKINADA	
71		M.VARALAKSHMI	MPCS	M.A HINDI			P.R.G.COLLEGE KAKINADA	
72		K.BHARATHI		B.PED	27		D.R.K.REDDY.COL LEGEY OF PHYSICAL EDUCATION W.S.GODAVARI	
73		O.MYTHRI		B.PED	68		D.R.K.REDDY .COLLEGEY OF PHYSICAL EDUCATION W.S.GODAVA RI	

74		SK.BASHEERA		M.A HINDI	9		ANDHRA UNIVERSITY	
75		S.MINNI MALVENA		MBA			Rajeev Gandhi College	

Satya Madhuri Duda

X []

Offline [?] [] [] [] []

[] [] [] [] [] [] []

2:16 [] []

Fwd: Offer Letter [] []

Satya Madhuri <satyamadhuri.duda@gmail.com>

To me -

From: Satya Madhuri <satyamadhuri.duda@gmail.com>
To: 'Anuramajadevi@gmail.com' <anuramajadevi30@gmail.com>
Date: 11 Sept 2021, 21:30
Subject: Fwd: Offer Letter
To: Satya Madhuri <satyamadhuri.duda@gmail.com>
Sent by: gmail.com
Signed by: gmail.com
Security: [] Standard encryption (TLS) Learn more
Dear [] Important according to Google magic

Mon, 13 Sept 2021, 11:41 [] [] [] []

Dear [] **Join Experience at BYJU'S - The Learning App.** We believe your experience and skills are a perfect match for our company.

Launched in 2019, BYJU'S is the world's most valuable ed-tech company and India's most loved learning app. Backed by strong partners like the Chan Zuckerberg Initiative, World Bank's investment arm - International Finance Corporation (IFC) etc., BYJU'S has been at the forefront of creating unique learning experiences for students across grades to help them fall in love with learning. It is the most preferred education app for students across age groups.

Today, the app has over 47 million registered students and 3.5 million annual paid subscriptions. With an average time of 71 minutes being spent by a student on the app every day from 17:00h onwards, the app is creating a whole new way of learning through virtual lessons. Also, the annual renewal rate of 85 percent is a testament to the fact that the app is helping students learn better.

At BYJU'S, we are passionate about encouraging students across the globe to learn on their own and to keep their child-like curiosity alive. So, get ready to be a part of the growing family at BYJU'S and become a BYJU'ite officially!

BYJU'S is a workplace that brings together talent, dedication, and passion. It's a place for you to keep learning and keep growing. We hope your journey with us takes you to great heights, creating the best of memories and milestones along the way.

You will find your offer letter available in the link below. Please select the 'Accept Offer' to initiate the onboarding with BYJU'S - The Learning App.

How to Accept Offer

If the offer letter is not accepted within 48 hours, it will be assumed that you are not interested in the employment, and the offer will be withdrawn. After you accept the offer, your onboarding will be initiated. You will also be issued a letter of appointment at the time of your joining after completing the joining formalities as per the company policy.

All your original academic documents are required for verification. You will find the list of documents to be uploaded and submitted with the offer letter (link).

Regards,

15th February, 2024

Katyayani Katadi
Mani Meghana ladies hostel
D.No:48-1-34, Reddy Hospital Road
Ramataludes Area, Srinagar,
Dwaraka Nagar, Visakhapatnam,
Andhra Pradesh 530016

Sub: Offer of Appointment

Dear Katyayani,

Congratulations! You have been selected by Shiftwave Technologies as a Digital Marketing Analyst in the department of Digital Marketing.

With reference to the interview held at our office, we are pleased to offer you an appointment in our organization as a Digital Marketing Analyst operating out of Visakhapatnam centre. Your "Annual Compensation" is attached herewith as in Annexure - A, and employment with us will be governed by the terms and conditions referred in Annexure - B.

Your joining date has been finalized as 15th February, 2024, and the offer stands withdrawn thereafter unless the date is extended by us and communicated to you in writing. Kindly give your offer acceptance in virtue and fill up all the details in virtue before reporting for your joining formalities. You are requested to report on 15th February 2024 to HR department at 9:00 AM to complete the joining formalities at "Shiftwave Technologies, 1st floor Saraswathi Villa, Timpany School Lane, Visakhapatnam". At the time of joining, you are requested to submit the copies of documents as per Annexure - B. In case of further clarifications, please write to hr@shiftwave.com and quote the reference as above.

We welcome you to Shiftwave, and look forward to a long and mutually beneficial association.



Shiftwave Technologies

Human Resources

11th, Technology Park,
Hyderabad, TS, India 503301

CBM Compound, Visakhapatnam,
AP, India 530020

Ashburn, Virginia,
USA 20147

Phone: +91 91167 55554 Email: info@shiftwave.com Website: www.shiftwave.com



GUIDEHOUSE INDIA PRIVATE LIMITED
(Formerly Navigant BPM (India) Private Limited)

CIN No: U74999KL2004PT0016933

23D, Jegannathan Street, Ramavarmapuram, Nagercoil - 629002

13, September 2022

Devare Vijaya Lakshmi

D.No :- 14-2-1/5. NEAR KAKATIYA ITI GATE, B.C ROAD, NEW GAJUVAKA, 530026

Subject: Offer of Employment

Dear Devare,

We thank you for exploring career opportunities with Guidehouse India. You have successfully completed our selection process and we are pleased to make you an offer of employment.

You have been selected for the position of Junior Associate - AR. Your Cost to Company, CTC, which includes all benefits, will be Rs. 360,000 per annum as detailed in Annexure 1.

Your appointment is effective from the date of joining, which shall be on or before September 22, 2022.

Your initial place of posting will be at the temporary office in Chennai (The Hive, SRP Stratford, No.5, Rajiv Gandhi Salai, Kottivakam, Chennai - 600041). However, during your employment with us, depending upon the requirements of Company's business, you may be posted / transferred to any other units, group companies, offices, or clients of the group, either in existence or would come into existence, either in India or abroad at the sole discretion of the Company.

Guidehouse India operations are on a 24/7 schedule which means that you will periodically be required to work night shifts. In addition, if the situation so demands, you may sometimes be called upon to extend your normal work shift into the next shift.

You will be on a six (6) month probation period from the date of your joining. Upon successfully completing the probation period and after an evaluation of your performance, your service continuation may then be confirmed in writing by management.

In the event you tender your resignation with the company, you will be required to give 2 months' notice or an amount equivalent in lieu thereof.

You will also execute a Service, Non-Disclosure and Confidentiality Agreement as applicable to employees of your category, from time to time, which aims to protect the intellectual property rights and business information of Guidehouse India and its clients.

At the time of your joining, kindly bring the following original documents for verification along with a photocopy, which would be retained for our records:

1. Photographs (8 passport size plus 1 stamp size)
2. S.S.L.C. and H.S.C. Mark sheets or equivalent
3. Graduation / Post Graduation certificate and mark sheets for all semesters

www.Guidehouse.com



GUIDEHOUSE INDIA PRIVATE LIMITED
(Formerly Navigant BPM (India) Private Limited)

CIN No U74999KL2004PTCO16393

23D, Jegannathan Street, Ramavampuram, Nagercoil - 629002

4. Relieving Letter / Service Certificate (if employed previously)
5. Passport / Proof of Address
6. Form 16 along with earning certificate for IT purpose
7. PAN card
8. Aadhaar card

Your employment will be subject to a background check in line with Guidehouse India background check policy. A specially appointed agency will conduct external background checks which in general would be completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of service without notice.

Kindly confirm your acceptance of this offer by accepting in the system within seven (7) working days of receiving this letter. Please indicate your date of joining via email to your recruiter. Failure to accept and provide a date of joining within the seven-day timeframe will cancel and void the offer.

Best wishes for a long, happy and rewarding career with us!

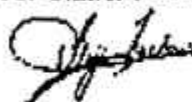

Sincerely yours,
Saji Zacharia, Director - HR



GUIDEHOUSE INDIA PRIVATE LIMITED
(Formerly Navigant BPM (India) Private Limited)

CIN No: U74999KL2004PTCO18933

23D, Jegannathan Street, Ramavarmapuram, Nagercoil - 629002

Compensation and Benefits of Davaria Vijaya Lakshmi			
Annexure I			
Name	Davaria Vijaya Lakshmi	Exp. D.O.J.	September 23, 2022
Designation	Junior Associate - AR	Location	Chennai
1. FIXED SALARY (Part A)		For Month (INR)	For Annual (INR)
1.1	Basic*	15,000	180,000
1.2	Children Education/ Hostel Allowance	800	9,600
1.3	HRA	6,000	72,000
1.4	Special Allowance	3,221	38,652
Total Fixed Salary		25,021	300,252
2. STATUTORY BENEFITS (Part B)			
2.1	P.F. (Employer's Contribution)	1,800	21,600
2.2	EDLI (Employer's Contribution)	75	900
2.3	Medical Insurance Premium	300	3,600
2.4	LWF (Employer's Contribution)	2	24
2.5	Statutory Bonus*	2,081	24,972
2.6	Gratuity Accrual (As per statute)**	721	8,652
Total Statutory Benefits		4,979	59,748
Cost to Company (CTC) (Part A+B)		30,000	360,000
PS. Confidential; not to be discussed with anyone except immediate superiors, HR and Finance Officials of Guidehouse India Private Limited.			
For Guidehouse India Private Limited		Accepted	
 Digitally signed by Saij Zacharia Saij Zacharia Director - HR		 Digitally signed by _____ Signature	

*Basic and Statutory Bonus are subject to changes based on minimum wage changes, as and when announced.

**Gratuity is an accrual. You will be eligible to receive the gratuity accrual only after completing your five (5) year anniversary of service and upon retirement, resignation, or termination. If period of service is less than 5 years, the same will be forfeited.



GUIDEHOUSE INDIA PRIVATE LIMITED
(Formerly Navigent BPM (India) Private Limited)

CIN No: U74999KL2004FTCO18993

23D, Jegannathan Street, Ramavaramapuram, Nagercoil - 829002

You are eligible for Night Shift Allowance of Rs. 150 per day, applicable only if worked on night shifts and the maximum amount will be Rs. 3,300.

Your offer is subject to receipt of education certificates and documents for verification. The offer may be changed/revoked in case of any discrepancy or due to clearance issues in background verifications.

* This is a system generated Offer

www.Guidehouse.com

Compensation & Benefits			
Annexure 1			
1	Fixed Salary (Part A)	Per Month (Rs.)	Per Annum (Rs.)
1.1	Basic*	15,000	180,000
1.2	Children Education/Hostel Allowance	800	9,600
1.3	HRA	6,000	72,000
1.4	Special Allowance	3,221	38,652
	Monthly Gross Salary & Benefits	25,021	300,252
2	Statutory Benefits (Part B)		
2.1	P.F. (Employer's Contribution)	1,500	21,600
2.2	EDII (Employer's Contribution)	75	900
2.3	Medical Insurance Premium	300	3,600
2.4	LWF (Employer's Contribution)	2	24
2.5	Statutory Bonus*	2,081	24,972
2.6	Gratuity accrual (as per statute)	721	8,652
	Cost to Company (A+B+C)	30,008	360,000

4. Variable components (Part C)		
Night Shift Allowance (NSA) @ INR 150 per day worked	3300	39600
**Performance Incentive (Subject to performance criteria met, amount can be less or zero depending on performance)	2500	30000

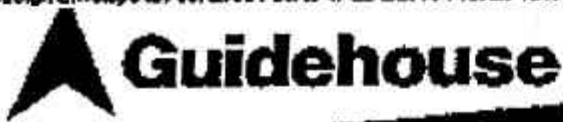
5. Deductions (Part D)		
P.F. (Employee Contribution)	1,800	21,600
LWF (Employee Contribution)	2	24
Total Deductions	1,802	21,624

Take home = Rs 31,100 (A+SB+C)-D

* Night Shift Allowance based on number of Night shifts worked during the month @ 150 INR/Night

* Performance Incentive based on your performance in defined criteria during the evaluation period

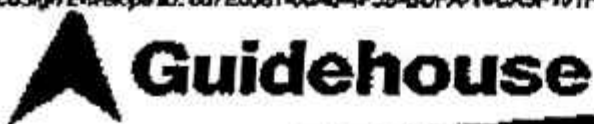
* If you join on or after 15th of any month, salary for that particular month will be credited in the next month's salary. For eg: If you joined on 16th of Mar 2022, salary for Mar & Apr will be credited on 1st May 2022.



Onboarding Checklist

I have been explained the following points by my TA POC:

- About the Company and Department
- Office timing and other rules to be followed
 - Shift flexibility- My shift timing may change based on client requirement
 - Workdays and work hours -5 days, 9.30 hours working includes 1-hour break.
- My compensation structure has been well explained and I am aware of the compensation I have been offered.
- About the 6 night's company accommodation, which will be a twin sharing room only for the candidate. (applicable for outstation candidates | no pets allowed)
- Transportation - Depending on the distance to my pick and drop point, charges will be deducted from my salary. (within the boundary limits)
- It is mandatory for female employees working in Night Shift to avail company transport.
- I have been informed about the Relocation allowance (if applicable).
- I have been informed about the Joining bonus (if applicable).
- About the availability of option to choose between Full PF and Standard PF.
- Salary Accounts are maintained by HDFC.



Onboarding Checklist

- I have been informed about the 6 months of Probation Period and my notice period.
- I have shared all the necessary documents to the concerned recruiter for the documentation purpose.

For Virtual Onboarding

- System availability
- System requirements are clearly explained
- Broadband connectivity
- I acknowledge that WFH is temporary for all eligible employees. Post my joining, the business, at any point of time might request me to report back to office.
- I acknowledge that I'm encouraged to take atleast 1st dose of vaccination before the expected DOJ with Guidehouse.

I have understood and agreed to the above points.

Signature :





TATA CONSULTANCY SERVICES



Card No 794236
Associate No 2572755

Tata Consultancy Services Ltd.
TCS House, Raveline Street, Fort
Mumbai 400001 India



Ms. Andaluri Pratyusha,
Pillanka, tallarevu, East Godavari.

Date: 26th Oct 2022

Dear Pratyusha,

Sub: Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of **Trainee Relationship Officer**. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure I for records at the time of joining.

Designation and Reporting

You will be designated as **Trainee Relationship Officer** and you will report to the **Branch Manager** for assignment and duties. You will be based out of Mummdivaram_KL and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of **Rs.1,56,000/- (Rupees One Lakh Fifty Six Thousand only)** per annum, to be Paid Monthly.

Tax considerations:

You will be liable to pay all tax liabilities such as income tax, professional tax etc. arising out of payment pursuant to your employment with the Organization. Applicable deduction of tax will be made at source every month. In case you make any investments eligible for income tax deductions, you will have to submit necessary declarations at the commencement of the financial year i.e. in April and also produce necessary proof of such investments at the earliest.

Termination notice/resignation

You will be required to give **Three Months'** notice if you decide to leave your employment with the Company. Without adequate notice, you will be liable to pay to the company a sum equal to **Three Months'** salary as liquidated damages. In case the Company decides to terminate your services, **Three Months'** notice will be given to you.

Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.



Adherence to policies

As part of your continuing employment, it is your obligation that you comply with the Organization's policies, procedures for the line of the business in which you are to undertake your work. Also, you are requested to abide by the Organization's code of conduct as amended from time to time or superseded.

Conflict of Interest

Your position with the Organization calls for whole time employment and you will devote yourself exclusively to the business of the Organization. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Organization.

Statement of facts

It must be specifically understood that this appointment is made based on your proficiency on technical and professional skills you have declared as per the application and on the ability to handle any assignment/job independently. In case, later, any of your statements / particulars furnished is found to be false or misleading, the Organization shall have the right to terminate your services without notice.

Non-disclosure Agreement

You shall maintain utmost secrecy regarding the affairs of the Organization and keep confidentiality of any information, instruments, documents etc., relating to the Organization that may come to your professional knowledge, as an employee of the Organization. You will not disclose by a word of mouth or otherwise, or details or business plans, trade secrets, finance, administration, knowhow and or any confidential information of business coming to your knowledge by your being in the employment of Keertana Finserv Private Limited. By signing this appointment letter, you are obligated to follow non-disclosure clause as mentioned herein.

Service of any communication

The address given by you (mentioned above) has been recorded as your permanent / communication address. Any communication intended for you would be sent to the above-mentioned address. Dispatch of any communication to the above mentioned address shall be deemed as good service. In case there is any change of address, it is your responsibility to furnish such latest address to us in writing. The Organization will not be responsible for non-service of any communication to you in the present address on account of your failure to communicate the change of address. As already stated dispatch of communication to the last known address shall be deemed as sufficient service.

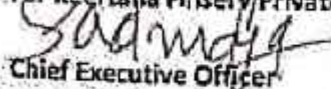
Governing law and jurisdiction

Your employment shall be governed by and interpreted in accordance with the Laws of India. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of Hyderabad over any claim or matter arising under or about this letter of appointment.

Please affix your signature on every page of the duplicate copy of this letter for having understood and agreed to the terms and conditions of your engagement. We hope your association will be beneficial both to the organization and yourselves and we wish you the very best in your assignment.

Best Regards

For Keertana Finserv Private Limited


Chief Executive Officer



Annexure-1

Please mention your tentative date of joining _____; your date of reporting at Head Office will be your official date of joining. Please sign below as a token of your acceptance of the above mentioned terms and conditions of the offer.

Name : _____
Date : _____
Signature : _____

List of Documents to be submitted

1. Identity Proof
 - a. Aadhaar Card
 - b. Voter ID/Ration Card
2. Three numbers of passport size photograph





Ms. Andaluri Sreasha,
Pillanka, Tallarevu, East Godavari.

Date: 26th Oct 2022

Dear Sreasha,

Sub: Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of **Trainee Relationship Officer**. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-1 for records at the time of joining.

Designation and Reporting

You will be designated as **Trainee Relationship Officer** and you will report to the **Branch Manager** for assignment and duties. You will be based out of Mummdivaram_KL and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of **Rs.1,56,000/- (Rupees One Lakh Fifty Six Thousand only)** per annum, to be Paid Monthly.

Tax considerations:

You will be liable to pay all tax liabilities such as income tax, professional tax etc. arising out of payment pursuant to your employment with the Organization. Applicable deduction of tax will be made at source every month. In case you make any investments eligible for income tax deductions, you will have to submit necessary declarations at the commencement of the financial year i.e. in April and also produce necessary proof of such investments at the earliest.

Termination notice/resignation

You will be required to give **Three Months' notice** if you decide to leave your employment with the Company. Without adequate notice, you will be liable to pay to the company a sum equal to **Three Months' salary** as liquidated damages. In case the Company decides to terminate your services, **Three Months' notice** will be given to you.

Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.



Keertana Finserv Pvt Ltd (Formerly Known as Rajshree Tracorn Pvt Ltd)

Regd Office: 11 Pollack Street, 11th Floor, P. H. New Street, Kolkata, West Bengal - 700001. Administrative Office: Plot No. 73 & 77, Ramkrishna Tower Tower A

Adherence to policies

As part of your continuing employment, it is your obligation that you comply with the Organization's policies, procedures for the line of the business in which you are to undertake your work. Also, you are requested to abide by the Organization's code of conduct as amended from time to time or superseded.

Conflict of Interest

Your position with the Organization calls for whole time employment and you will devote yourself exclusively to the business of the Organization. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Organization.

Statement of facts

It must be specifically understood that this appointment is made based on your proficiency on technical and professional skills you have declared as per the application and on the ability to handle any assignment/job independently. In case, later, any of your statements / particulars furnished is found to be false or misleading, the Organization shall have the right to terminate your services without notice.

Non-disclosure Agreement

You shall maintain utmost secrecy regarding the affairs of the Organization and keep confidentiality of any information, instruments, documents etc., relating to the Organization that may come to your professional knowledge, as an employee of the Organization. You will not disclose by a word of mouth or otherwise, or details or business plans, trade secrets, finance, administration, knowhow and or any confidential information of business coming to your knowledge by your being in the employment of Keertana Finserv Private Limited. By signing this appointment letter, you are obligated to follow non-disclosure clause as mentioned herein.

Service of any communication

The address given by you (mentioned above) has been recorded as your permanent / communication address. Any communication intended for you would be sent to the above-mentioned address. Dispatch of any communication to the above mentioned address shall be deemed as good service. In case there is any change of address, it is your responsibility to furnish such latest address to us in writing. The Organization will not be responsible for non-service of any communication to you in the present address on account of your failure to communicate the change of address. As already stated dispatch of communication to the last known address shall be deemed as sufficient service.

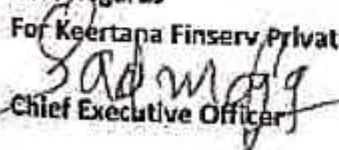
Governing law and jurisdiction

Your employment shall be governed by and interpreted in accordance with the Laws of India. Each party irrevocably agrees to submit to the exclusive jurisdiction of the courts of Hyderabad over any claim or matter arising under or about this letter of appointment.

Please affix your signature on every page of the duplicate copy of this letter for having understood and agreed to the terms and conditions of your engagement. We hope your association will be beneficial both to the organization and yourselves and we wish you the very best in your assignment.

Best Regards

For Keertana Finserv Private Limited


Chief Executive Officer



Annexure-1

Please mention your tentative date of joining _____; your date of reporting at Head Office will be your official date of joining. Please sign below as a token of your acceptance of the above mentioned terms and conditions of the offer.

Name : _____
Date : _____
Signature : _____

List of Documents to be submitted

1. Identity Proof
 - a. Aadhaar Card
 - b. Voter ID/Ration Card
2. Three numbers of passport size photograph



Pfizer Healthcare India Private Limited

Plot No 116 to 119, Part of 111 & 123
Jawahar Lal Nehru Pharma City SEZ,
Lemarnthy Village, Paravurda Mandal
Visakhapatnam - 531 019
Andhra Pradesh, India
Tel: +91 8913066000 Fax: +91 8913060100



OFFER LETTER

December 3, 2022

Yarra Jnana Lovaparvathi
Pydipala Post, Pydipala Makavarapalem,
Anakapalle, Andhra Pradesh

Dear Yarra,

Pfizer Welcomes you to the Program Pfizer Autonomous Teams (PAT) a unique Diversity & Inclusion initiative where you will Learn, Earn and Grow. You have been selected to be part of this exclusive initiative basis your application and the subsequent recent personal discussions we had with you.

We are pleased to offer you an opportunity to join in our Organization as **Jr. Associate, PAT (Grade: 2A) at Pfizer Global Supply Site - Vizag** subject to your acceptance of the programme guidelines detailed in Annexure -2 and satisfactory completion of pre-employment medical check-up, failing on medical check-up will make this offer null and void. You will also be required to clear the background verifications as per our company policy.

Your total annual gross compensation will be Rs.<1,50,816,>- (Rupees <One Lakh Fifty Thousand Eight Hundred Sixteen Only>) per annum excluding your academic fees, tuition fees, conveyance/transport expenses, hostel & mess fees (co-share) which are borne by the company, the details of which are enclosed. You will initially be on probation for a period of 18 months. You will be governed by the terms & conditions of employment that will be issued to you on your joining and also the policies of the Company. Please note that your compensation package is confidential between you and the Organization and you are advised to discuss only with the People Experience Department.

On acceptance of the offer, please provide attested photocopies of the following documents:

- Identity details – Passport, PAN Card, Driving License, UID AADHAAR (anyone)
- Educational qualification certificates and mark sheets of all degrees

In addition, please bring four passport size photographs of yourself.

We will be pleased to clarify any questions that you might have regarding the contents of this letter or about any aspect related to this offer.

This offer letter is issued in duplicate. You are requested to confirm your acceptance of our offer by signing and returning the duplicate copy to us immediately. You are required to join us at the earliest, in any case not later than **January 2, 2023**, failing which the offer herein will stand withdrawn at the sole discretion of the company.

Please procure PAN card (issued by Income Tax department) and submit the PAN number at the time of joining which is required for salary processing.

If you need any clarification, please feel free to contact us.

Pfizer Healthcare India Private Limited

Plot No. 116 to 119 Part of 111 & 123
Sewarambali Nataru Pharma City SEZ,
Samarathy Village Paradwada Mandal
Visakhapatnam - 531 018
Andhra Pradesh, India
Tel: +91 8913066000 Fax: +91 8913066100



OFFER LETTER

December 3, 2022

Esarapu Anitha
Door No 11, DI Puram,
Nakkapalli Mandal, Visakhapatnam District,
Nakkapalli- 531081 India

Dear Esarapu,

Pfizer Welcomes you to the Program Pfizer Autonomous Teams (PAT) a unique Diversity & Inclusion initiative where you will Learn, Earn and Grow. You have been selected to be part of this exclusive initiative basis your application and the subsequent recent personal discussions we had with you.

We are pleased to offer you an opportunity to join in our Organization as **Jr. Associate, PAT (Grade: 2A) at Pfizer Global Supply Site - Vizag** subject to your acceptance of the programme guidelines detailed in Annexure -2 and satisfactory completion of pre-employment medical check-up, failing on medical check-up will make this offer null and void. You will also be required to clear the background verifications as per our company policy.

Your total annual gross compensation will be **Rs. <1,50,816>/- (Rupees <One Lakh Fifty Thousand Eight Hundred Sixteen Only>)** per annum excluding your academic fees, tuition fees, conveyance/transport expenses, hostel & mess fees (co-share) which are borne by the company, the details of which are enclosed. You will initially be on probation for a period of **18 months**. You will be governed by the terms & conditions of employment that will be issued to you on your joining and also the policies of the Company. Please note that your compensation package is confidential between you and the Organization and you are advised to discuss only with the People Experience Department.

On acceptance of the offer, please provide attested photocopies of the following documents:

- a) Identity details – Passport, PAN Card, Driving License, UID AADHAAR (anyone)
- b) Educational qualification certificates and mark sheets of all degrees

In addition, please bring four passport size photographs of yourself.

We will be pleased to clarify any questions that you might have regarding the contents of this letter or about any aspect related to this offer.

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Please procure PAN card (issued by Income Tax department) and submit the PAN number at the time of joining which is required for salary processing.

If you need any clarification, please feel free to contact us.

TMPCON102220681

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : HPCL-VISAKH REFINERY (D9)16200606
with Telephone no. & E-mail address : POST BOX NO. 15, MALKAPURAM,
VISAKHAPATNAM-520011,
Visakhapatnam, Andhra Pradesh
: 0851-2834074
: N/A
2. (a) Name of Apprentice (Block Letters) : CHETI BHAVANI (A8923111762)
(b) Father's/Mother's/Spouse's Name : Chaitanyam
3. Address of apprentice : 5-22 pallam kandikuppa kandikuppa, east godavari
andhra pradesh-533212, Pallam, East Godavari, Andhra Pradesh
4. Gender : Female
5. Date of Birth : 20-04-2002
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : Yes
(b) Name of the Category : Sc
7. Educational Qualification (Highest) : Graduate - B.Com
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Service Fulfilment Executive
9. (a) Whether Basic Training is to be provided as part of Apprenticeship : No
(b) If Basic Training is exempt - reason for exemption : Graduate
(c) Name of the Course : From 2019-07-05 00:00:00 To 2022-08-28 00:00:00
(d) Duration of Training/Course : Adikavi nannayya university
(e) Name of the Institute : N/A
(f) Name of the Sector Skill Council (if applicable) : N/A
10. Apprenticeship Training duration (Total) : 1480 Hours
(a) Duration of Basic Training : N/A
Period of Basic Training : N/A
(b) Duration of On-the-Job Training : 1480 Hours
Period of On-the-Job Training : From 18-05-2022 to 27-09-2023
(c) Training Type : Sequential
11. Apprenticeship Training Location : VISAKH REFINERY
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-Job Training is to be provided : HPCL-VISAKH REFINERY
VISAKH REFINERY
Visakhapatnam
Andhra Pradesh
12. (a) Date of execution of contract : N/A
(b) Age of Apprentice on the date of execution of contract : 20 years, 5 months and 11 days
13. Is the establishment opting for benefits under NAPS? : Yes
*If yes, Annexure 2 to this contract will also be applicable.
14. Monthly stipend amount : 12000
(a) During 1st year of training

- (b) During 2nd year of training
- (c) During 3rd and 4th year of training

N/A
N/A

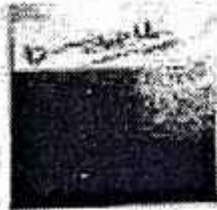
The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

- 15. (a) Name and Address of Guardian in case Apprentice is under 18 years of age (Minor) N/A
- (b) Relationship with the Apprentice N/A

- 16. (a) Whether Apprentice was identified through approved Third Party Approver No
- (b) Name of TPA (if applicable) N/A

- 17. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
- 18. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
- 19. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
- 20. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
- 21. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS), if applicable.



Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No.
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

: TMPGON102220061

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)



TMPCON102225735

Model Contract of Apprenticeship Training for Major/Minor Apprentices

1. Name and Registered Address of Establishment : HPCL-VISAKH REFINERY (E00101000026)
with Telephone no. & Email address : POST BOX NO. 15, MALKAPURAM,
VISAKHAPATNAM-516011,
Visakhapatnam, Andhra Pradesh
: 0891-2894024
: N/A
2. (a) Name of Apprentice (Block letters) : RADDA VENNIBHARANI (A0022111670)
(b) Father's/Mother's /Spouse's Name : N/A
3. Address of apprentice : Depatal village, Damaru, East Godavari, Andhra Pradesh
4. Gender : Female
5. Date of Birth : 18-11-2001
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : Yes
(b) Name of the Category : Sc
7. Educational Qualification (Highest) : Graduate - B.Sc
8. (a) Category of Apprenticeship : Operational
(b) Name of the trade for which Apprentice is training : Office Operations Executive/Book Binding
9. (a) Whether Basic Training is to be provided as part of Apprenticeship : No
(b) If Basic Training is exempt - reason for exemption : Graduate
(i) Name of the Course : From 2019-06-06 06:00:00 To 2021-07-17 06:00:00
(ii) Duration of Training/Course : Ad. Kavi Naneyya University
(iii) Name of the Institute : N/A
(iv) Name of the Sector Skill Council (if applicable) : N/A
10. Apprenticeship Training duration (Total) : 2304 Hours
(a) Duration of Basic Training : N/A
Period of Basic Training : N/A
(b) Duration of On-the-job Training : 2304 Hours
Period of On-the-job Training : From 28-09-2022 to 28-09-2023
(c) Training Type : Sequential
11. Apprenticeship Training Location : VISAKH REFINERY
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-job Training is to be provided : HPCL-VISAKH REFINERY
VISAKH REFINERY
Visakhapatnam
Andhra Pradesh
12. (a) Date of execution of contract : N/A
(b) Age of Apprentice on the date of execution of contract : 20 years, 10 months and 26 days
13. Is the establishment opting for benefits under NAPS? : Yes
*If yes, Annexure 2 to this contract will also be applicable.
14. Monthly stipend amount :
(a) During 1st year of training : 12000
(b) During 2nd year of training : N/A

- (b) During 2nd year of training
(c) During 3rd and 4th year of training

(N/A
(N/A

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rules, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

15. (a) Name and Address of Guardian in case Apprentice is under 18 years of age (Minor) : N/A
(b) Relationship with the Apprentice : N/A
16. (a) Whether Apprentice was identified through approved Third Party Aggregator : No
(b) Name of TPA (if applicable) : N/A

17. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

18. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information stated, is correct and will provide original documents for verification at any time.

19. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

20. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure II).

21. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS), if applicable.



Signature of the
Employer with seal

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No.

: YMPCCN10ZZZ0601

(To be given by the Office of the Apprenticeship Advisor)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)

(Registration required for Designation trade only)





Ms. Andaluri Sireesha,

Date: 26th Oct 2022

Dear

Sub: Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Relationship Officer. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-1 for records at the time of joining.

Designation and Reporting

You will be designated as Trainee Relationship Officer and you will report to the Branch Manager for assignment and duties. You will be based out of Mummidivaram_KL and required to travel to the field area.

Remuneration

Your annualized cash-basis cost to the company would be a maximum of Rs.1,56,000/- (Rupees One Lakh Fifty Six Thousand only) per annum, to be Paid Monthly.

Tax considerations:

You will be liable to pay all tax liabilities such as income tax, professional tax etc. arising out of payment pursuant to your employment with the Organization. Applicable deduction of tax will be made at source every month. In case you make any investments eligible for income tax deductions, you will have to submit necessary declarations at the commencement of the financial year i.e. in April and also produce necessary proof of such investments at the earliest.

Termination notice/resignation

You will be required to give Three Months' notice if you decide to leave your employment with the Company. Without adequate notice, you will be liable to pay to the company a sum equal to Three Months' salary as liquidated damages. In case the Company decides to terminate your services, Three Months' notice will be given to you.

Continuous satisfactory work performance

As a confirmed employee of the Organization, you are expected to give your best to the Organization. You should continue to maintain satisfactory performance and continue to show improved performance year after year. You have to fulfill the targets prescribed by the Organization from time to time.

Leave and public holidays

You will be entertained for leaves as per the eligibility norms prescribed in the Human Resource Policy. You will be entitled to the holidays as declared from time to time.

Medical Fitness

You will continue to be in service as long as you are medically fit. On attaining the age of superannuation, you will retire from services of the Organization.



Keertana Finserv Pvt Ltd (Formerly known as Rajshree Tracom Pvt Ltd)

Head Office: 11 Pollack Street, 2nd Floor, PS Hanu Street, Kotha, West Bengal - 750031. Administration Office: HCL No. 31 & 32, Pandey Spharum Tower, Tower A, Financial District, Narsingi, Hyderabad, Telangana - 500032. Contact Number: 040-4878 2000, E-mail ID: hr@keertana.com, hr@keertana.com, hr@keertana.com, hr@keertana.com





Keertana

Ms. D.Vara Lakshmi

Date: 26th Oct 2022

Dear

Sub: Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Relationship Officer. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

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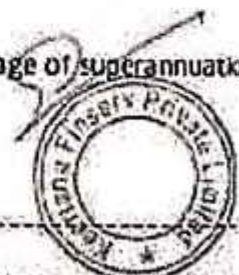
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Keertana Finserv Pvt Ltd (Formerly Known as Rajshree Tracom Pvt Ltd)

Regd. Office: G1 Pulkeshi Street, 3rd Floor, PS Hase Street, Kolkata, West Bengal - 700026. Administrative Office: Plot No. 31 & 32, Ramesh Sankar Tower, Tower A, Financial District, Nimbarkunda, Hyderabad, Telangana - 500032. Contact Number: 040 4878 2500, E-mail ID: care@keertana.com, hr@keertana.com, compliance@keertana.com

Dear

Sub: Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Relationship Officer. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

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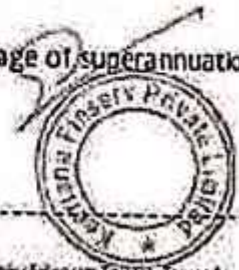
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Keertana Finserv Pvt Ltd (Formerly known as Rajshree Tracom Pvt Ltd)

Regd. Office: 11 Pulicat Street, 2nd Floor, PS Main Street, Sakinaka, West Bengal - 700031. Administrative Office: Plot No. 22 & 23, Kumbh Sthanam (ORIS), Tower A, Financial District, Nanakramguda, Hyderabad, Telangana-500032. Contact Number: 040 4878 3300, E-mail ID: care@keertanafinserv.com, CMC: 1651EDW0390P0002202



Ms. B.Venu Madhavi

Dear

Sub: Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Relationship Officer. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

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Keertana Finserv Pvt Ltd (Formerly known as Rajshree Tracom Pvt Ltd)

Regd Office: 11 Pollock Street, 5th Floor, PS Main Street, Kotha, West Bengal - 700031. Administrative Office: Plot No. 31 & 32, Ramesh Swamiji Tower, Tower A, Financial District, Nampikranga, Hyderabad, Telangana-500032. Contact Number: 040 4878 2000, E-mail ID: hr@keertana.com, CRM: 1451078079207027251





Dear

Sub: Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Relationship Officer. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

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Keertana Finserv Pvt Ltd (Formerly Known as Rashree Tracom Pvt Ltd)

Head Office: 11 Pulok Street, 3rd Floor, PS Hare Street, Kolkata, West Bengal-750021. Administrative Office: Plot No. 21 & 22, Amity Platinum Tower, Tower A, Financial District, Nizampet, Hyderabad, Telangana-500032. Contact Number: 040-4878 2300, E-mail ID: hr@keertana.com, care@keertana.com, CMC:KLS1E0W0592PFC07202



Keertana

Ms. D.Syamala

Date: 26th Oct 2022

Dear

Sub: Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Relationship Officer. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

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Keertana Finserv Pvt Ltd (formerly known as Rajshree Tracom Pvt Ltd)

Regd. Office: 11 Pollock Street, 2nd Floor, PS Main Street, Kotha, West Bengal - 750031. Administrative Office: HVL No. 31 & 32, Karmay Satyaman Tower A, Financial District, Narsingi, Hyderabad, Telangana-500032. Contact Number: 040 4878 7500, E-mail ID: hr@keertana.com, hr@keertana.com, CN: 145110W9792P1007202



Ms. B.Nookarathnam

Date: 26th Oct 2022

Dear

Sub: Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Relationship Officer. We wish to take this opportunity to welcome you to Keertana Finserv Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarized and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

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Designation and Reporting

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Remuneration

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Keertana Finserv Pvt Ltd (Formerly known as Rajshree Tracom Pvt Ltd)

Head Office: 11 Park Street, 2nd Floor, PS Main Street, Kolkata, West Bengal - 700032. Administrative Office: Plot No. 21 & 22, Amity Skansun Tower A, Financial District, Nizampet, Hyderabad, Telangana - 500032. Contact Number: 0404828 2008, E-mail ID: hr@keertana.com, DL1651E0W0798PT027202

Date: 26th Oct 2022

E.Joshna

Dear

Sub: Offer cum Appointment Letter

Pursuant to our discussions with you, we are pleased to offer you the position of Trainee Relationship Officer. We wish to take this opportunity to welcome you to Keertana Finery Private Limited and wish you every success with this endeavour.

In addition to the information furnished in the following clauses, you will be required to be familiarised and follow HR policies, the code of conduct, the relevant staff related rules and other policies and regulations introduced and implemented by the Organization from time to time. You should ensure that the terms of your employment are kept confidential.

Please acknowledge and return to us the printed copy of this offer cum appointment letter duly signed indicating your acceptance towards your appointment and the terms and the conditions associated therewith by providing copies of documents as mentioned in Annexure-I for records at the time of joining.

Designation and Reporting

You will be designated as Trainee Relationship Officer and you will report to the Branch Manager for assignment and duties. You will be based out of Munnadivaram, KL and required to travel to the field area.

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Keertana Finery Pvt Ltd (Formerly known as Rajshree Finery Pvt Ltd)

Head Office: EJ Pullath Street, 5th Floor, P. N. Nair Street, Changanassari, Kerala - 690001. Telephone: 0475-2611111, 0475-2611112. Fax: 0475-2611113. Email: info@keertanafinery.com, hr@keertanafinery.com
Munnadivaram Office: Munnadivaram, Changanassari, Kerala - 690001. Telephone: 0475-2611114, 0475-2611115. Fax: 0475-2611116. Email: info@keertanafinery.com, hr@keertanafinery.com



Employment Offer Letter

23th January 2023.

Miss.,PINAPOTHU DEVI

We are extremely pleased to extend you an offer of full-time position of **PROCESS ASSOCIATE** at **Marvel Business solutions Private Limited** (hereinafter called as "MBS"/ "Employer"/ "Company"). We believe your skills and experience are an excellent match for our company. This offer is contingent upon successful completion of a background investigation that includes, but may not be limited to, a background check and verification of education and employment history. You are entitled to a **CTC (Cost to Company)** of **Rs 109,080** (One Lakh Nine Thousand and Eighty Rupees Only) per annum.

The details of the package are provided in **Appendix A**.

At the time of joining please, submit the following documents:

- Experience Letter of previous organization.
- Copy of acceptance of resignation letter.
- Last three (3) months' salary slips.
- Photocopy of your certifications and mark sheets in support of your educational qualifications (10th Onwards).
- Passport Size Color Photographs.
- Identity Proof (Pan Card / Passport / Adhara Card)

Joining Details:

Effective Date: **30th January 2023**.

We look forward to your joining. Please contact us at bhargavi@marvelbs.com for any information you may need. Also, sign the duplicate of this offer as your acceptance and forward the same to us at the earliest.

A handwritten signature in black ink, appearing to be "Bhargavi", written over a light grey rectangular background.

Employer Signature

Employee Signature

Date

Andhra Pradesh: 3-231, Near Gokulam, Madhuranagar, Kakinada, E.G (AP) 533004. Phone: 9701927417.
Telangana: 201, Adithya Jayarag Building, Road no 36, Jubilee Hills, Hyderabad, TS-500033. Phone: 9030865577.

APPENDIX A

Salary details per Annum	Components
Basic	₹86,400.00
HRA	₹9,600.00
Gross salary	₹96,000.00
Employer's contribution to PF	₹10,368.00
Employer's contribution to ESI	₹3,120.00
Cost to Company	₹109,080.00

* This offer is subject to your joining the company on or before 20th July 2022.

* PF, ESI, PT and TDS are PINAPOTHU
DEVI applicable as per the Act & Statutory norms and taxation applicable as per law.

Terms and Conditions of employment:

- Your compensation details and salary structure are strictly confidential. Any discussion on such confidential issues with other employees is a violation of the organizational values.
- The payment of your salary shall be subject to such statutory deductions as may be required in accordance with applicable legislation.
- Leave may only be taken with the prior written approval of company. An approved doctor's certificate must be produced in respect of any sick leave taken for more than 2 days.
- You will serve a probation period of 3 months from the commencement date before the confirmation of your appointment. You will be committed with the company during your employment period including probation period.
- In case you voluntarily terminate your contract with Marvel, by resignation, you will provide Marvel with Sixty (60) days advance notice of your resignation. You may not offset the notice period against any accrued leaves or pay cash in-lieu of the notice period, unless agreed to by Marvel, in writing.



Employer Signature

Employee Signature

Date

Marvel Business Solutions Pvt Ltd



Prerna Datta Siva Parvathi

Process Associate

EMP ID: MBS1082

A handwritten signature in black ink, appearing to read 'Ravi Mehta', located below the employee information.

Ravi Mehta
CEO & Founder



20

Employment Offer Letter

23th January 2023.

Miss.,P D S PARVATHI

We are extremely pleased to extend you an offer of full-time position of **PROCESS ASSOCIATE** at **Marvel Business solutions Private Limited** (hereinafter called as "MBS"/ "Employer"/ "Company"). We believe your skills and experience are an excellent match for our company. This offer is contingent upon successful completion of a background investigation that includes, but may not be limited to, a background check and verification of education and employment history. You are entitled to a **CTC (Cost to Company) of Rs 109,080** (One Lakh Nine Thousand and Eighty Rupees Only) per annum.

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- Copy of acceptance of resignation letter.
- Last three (3) months' salary slips.
- Photocopy of your certifications and mark sheets in support of your educational qualifications (10th Onwards).
- Passport Size Color Photographs.
- Identity Proof (Pan Card / Passport / Adhara Card)

Joining Details:

Effective Date: **30th January 2023**.

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A handwritten signature in black ink, appearing to be "Bhargavi", written over a light blue rectangular background.

Employer Signature

Employee Signature

Date

Andhra Pradesh: 3-231, Near Gokulam, Madhuranagar, Kakinada, E.G (AP) 533004. Phone: 9701927417.
Telangana: 201, Adithya Jayarag Building, Road no 36, Jubilee Hills, Hyderabad, TS-500033. Phone: 9030865577.

APPENDIX A

Salary details per Annum	Components
Basic	₹86,400.00
HRA	₹9,600.00
Grosssalary	₹96,000.00
Employer's contribution to PF	₹10,368.00
Employer's contribution to ESI	₹3,120.00
CosttoCompan	₹109,080.00

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PARVATHI applicable as per the Act & Statutory norms and taxation applicable as per law.

Terms and Conditions of employment:

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Employer Signature

Employee Signature

Date



21

Employment Offer Letter

23th January 2023.

Miss.,V SAI KUSHMA

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Employee Signature

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Employer Signature

Employee Signature

Date



Employment Offer Letter

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Miss.,SK REHANA SULTHANA

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Employer Signature

Employee Signature

Date



Employment Offer Letter

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Miss.,G LAKSHMI

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Employer Signature

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Employer Signature

Employee Signature

Date



24

Employment Offer Letter

23th January 2023.

Miss.,V MOUNIKA DEVI

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Employer Signature

Employee Signature

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Employer Signature

Employee Signature

Date

Employment Offer Letter

23th January 2023.

Miss., P BHAVA DEVI

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Employer Signature

Employee Signature

Date



26

Employment Offer Letter

23th January 2023.

Miss.,P JHANSI

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Employee Signature

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Employer Signature

Employee Signature

Date

Employment Offer Letter

23th January 2023.

Miss.,L. PRIYANKA

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Employer Signature

Employee Signature

Date

12



Employment Offer Letter

23th January 2023.

Miss.,B SRI DURGA

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Employee Signature

Date

Employment Offer Letter

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Miss.,A ANITHA

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Employer Signature

Employee Signature

Date



Employment Offer Letter

23th January 2023.

Miss.,N VENKATA LAVANYA

We are extremely pleased to extend you an offer of full-time position of **PROCESS ASSOCIATE** at **Marvel Business solutions Private Limited** (hereinafter called as "MBS"/ "Employer"/ "Company"). We believe your skills and experience are an excellent match for our company. This offer is contingent upon successful completion of a background investigation that includes, but may not be limited to, a background check and verification of education and employment history. You are entitled to a **CTC (Cost to Company) of Rs 109,080** (One Lakh Nine Thousand and Eighty Rupees Only) per annum.

The details of the package are provided in **Appendix A**.

At the time of joining please, submit the following documents:

- Experience Letter of previous organization.
- Copy of acceptance of resignation letter.
- Last three (3) months' salary slips.
- Photocopy of your certifications and mark sheets in support of your educational qualifications (10th Onwards).
- Passport Size Color Photographs.
- Identity Proof (Pan Card / Passport / Adhara Card)

Joining Details:

Effective Date: **30th January 2023**.

We look forward to your joining. Please contact us at bhargavi@marvelbs.com for any information you may need. Also, sign the duplicate of this offer as your acceptance and forward the same to us at the earliest.

A handwritten signature in black ink, appearing to be the name of the employer, is written over a light blue rectangular background.

Employer Signature

Employee Signature

Date



Andhra Pradesh: 3-231, Near Gokulam, Madhuranagar, Kakinada, E.G (AP) 533004. Phone: 9701927417.
Telangana: 201, Adithya Jayarag Building, Road no 36, Jubilee Hills, Hyderabad, TS-500033. Phone: 9030865577.

APPENDIXA

Salary details per Annum	Components
Basic	₹86,400.00
HRA	₹9,600.00
Grosssalary	₹96,000.00
Employer's contribution to PF	₹10,368.00
Employer's contribution to ESI	₹3,120.00
CosttoCompan	₹109,080.00

* This offer is subject to your joining the company on or before 20th July 2022.

* PF,ESI, PT and TDS are N VENKATA LAVANYA applicable as per the Act & Statutory norms and taxation applicable as per law.

Terms and Conditions of employment:

- Your compensation details and salary structure are strictly confidential. Any discussion on such confidential issues with other employees is a violation of the organizational values.
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Employee Signature

Date



Employment Offer Letter

23th January 2023.

Miss.,Y DIVYA

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Employer Signature

Employee Signature

Date



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Employer Signature

Employee Signature

Date



32

Employment Offer Letter

23th January 2023.

Miss.,M SWAROOPA RANI

We are extremely pleased to extend you an offer of full-time position of **PROCESS ASSOCIATE** at **Marvel Business solutions Private Limited** (hereinafter called as "MBS"/ "Employer"/ "Company"). We believe your skills and experience are an excellent match for our company. This offer is contingent upon successful completion of a background investigation that includes, but may not be limited to, a background check and verification of education and employment history. You are entitled to a **CTC (Cost to Company) of Rs 109,080** (One Lakh Nine Thousand and Eighty Rupees Only) per annum.

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Joining Details:

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Employer Signature

Employee Signature

Date

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CosttoCompan	₹109,080.00

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Employer Signature

Employee Signature

Date

Employment Offer Letter

23th January 2023.

Miss.,M DIVYA ROOPA

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Employer Signature

Employee Signature

Date

34



Employment Offer Letter

23th January 2023.

Miss.,M DEEPIKA

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Employer Signature

Employee Signature

Date



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Miss.,B RAJANI

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Employment Offer Letter

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Miss., E SANDHYA RANI

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Employer Signature

Employee Signature

Date



Employment Offer Letter

20th August 2023.

Miss. R Uday Naglakshmi

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- Identity Proof (Pan Card / Passport / Adhara Card)

Joining Details:

Effective Date: **25th August 2023**.

We look forward to your joining. Please contact us at bhargavi@marvelbs.com for any information you may need. Also, sign the duplicate of this offer as your acceptance and forward the same to us at the earliest.

Employer Signature

Employee Signature

Date

Andhra Pradesh: 3-231, Near Gokulam, Madhuranagar, Kakinada, E.G (AP) 533004. Phone: 9701927417.
Telangana: 201, Adithya Jayarag Building, Road no 36, Jubilee Hills, Hyderabad, TS-500033. Phone: 9030865577.





Employment Offer Letter

20th August 2023.

Miss. Ch Rajya Lakshmilakshmi

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Joining Details:

Effective Date: 25th August 2023.

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Employer Signature

Employee Signature

Date

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VIKASA

COMPANY: Cogent E Services

PROVISIONAL OFFER LETTER

Dear Mr./Ms. K. Rajeswari

The Job Mela Conducted on 20/7/2022 at ASD women's degree College, Jagannikapur Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of BPO With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, actions, advice and results that you will provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

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

Salary: Rs. : 16,000 + Incentives
Date of reporting: 28/7/2022
Place of reporting: Mangalore
Essential Certificates:

- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

We congratulate you and feel confident that you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Note:- This is only Provisional offer letter and it does not confer any right to the individual. The final letter will be issued on successful completion of final round of interviews at our office. Subjected to verification of original documents this letter is valid for one month or date of joining whichever is earlier. If the period of one month is lapsed, it is deemed to be cancelled without any further notice and no request is entertained in this regard.

In case of any type of enquiry or any further assistance please Con 0884-2352767/68, vikasa@bsktd@gmail.com.

Company Directly Communicates about the change or the confirmation of joining & other things please follow those guidelines from the company.

Authorized signatory : AS
Designation : HR
Contact Number : 7799376444

VIKASA

COMPANY: Cogent E services

PROVISIONAL OFFER LETTER

Dear Mr./Ms. A. D. D. Vora Lakshmi

The Job Mela Conducted on 20/7/2021 at ASD Women's Degree College, Jagannikapur Company Participated and conducted the Interviews to the applicant.

Following the interview process, provisionally offer you the position of BPO With our organization. If you join our organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, actions, advice and results that you will provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

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

Salary: Rs. : 16,000 + Incentives
Date of reporting: 28/7/2021
Place of reporting: Mangalore
Essential Certificates:

- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

We congratulate you and feel confident that you will be able to make a significant contribution to the success of our organization and look forward to working with you

Note: - This is only Provisional offer letter and it does not confer any right to the individual. The final letter will be issued on successful completion of final round of Interviews at our office. Subjected to verification of original documents this letter is valid for one month or date of joining whichever is Earlier. If the period of one month is lapsed, it is deemed to be cancelled without any further notice and no request is entertained in this regard.

In case of any type of enquiry or any further assistance please Con:0884-2352767/68, vikasajobskkd@gmail.com

Company Directly Communicates about the change or the confirmation of joining & other things please follow those guidelines from the company.

Authorized signatory : [Signature]
Designation : HR
Contact Number : 7799376444

VIKASA

COMPANY: Cogent E Services

PROVISIONAL OFFER LETTER

Dear Mr./Ms. K. Ahalya

The Job Mela Conducted on 20/7/2022 at ASP Women's degree college, Jagannipur Company Participated and conducted the Interviews to the applicant.

Following the interview process, provisionally offer you the position of RPO With our organization. If you join our organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, actions, advice and results that you will provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

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

Salary: Rs. : 16,000 + Incentives
Date of reporting: 28/7/2022
Place of reporting: Mangalore
Essential Certificates:

- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

We congratulate you and feel confident that you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Note: - This is only Provisional offer letter and it does not confer any right to the individual. The final letter will be issued on successful completion of final round of interviews at our office. Subjected to verification of original documents this letter is valid for one month or date of joining whichever is Earlier. If the period of one month is lapsed, it is deemed to be cancelled without any further notice and no request is entertained in this regard.

In case of any type of enquiry or any further assistance please Con:0884-2352767/68.vikasajobskd@gmail.com.

Company Directly Communicates about the change or the conformation of joining & other things please follow those guidelines from the company.

Authorized signatory : [Signature]
Designation : HR
Contact Number : 7799376444

VIKASA

COMPANY: Cogent E services

PROVISIONAL OFFER LETTER

Dear Mr./Ms. K. Teja sri

The Job Mele Conducted on 20/7/2022 at ASO women's Degree College, Tatanaike Company Participated and conducted the Interviews to the applicant.

Following the interview process, provisionally offer you the position of BPO With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, actions, advice and results that you will provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

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

Salary: Rs. : 16,000 + Incentive
Date of reporting: 28/7/2022
Place of reporting: Mangalore
Essential Certificates:

- Original Certificates of your education Qualification
- Id Proofs [Aadhar/PAN/Ration Card/Voter Card]

We congratulate you and feel confident that you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Note: - This is only Provisional offer letter and it does not confer any right to the individual. The final letter will be issued on successful completion of final round of interviews at our office, Subjected to verification of original documents this letter is valid for one month or date of joining whichever is Earlier. If the period of one month is lapsed, it is deemed to be cancelled without any further notice and no request is entertained in this regard.

In case of any type of enquiry or any further assistance please Con:0884-2352767/58,vikasajobskkd@gmail.com.

Company Directly Communicates about the change or the conformation of joining & other things please follow those guidelines from the company.

Authorized signatory : AS
Designation : HR
Contact Number : 7799376444

VIKASA

COMPANY: Cogent E services

PROVISIONAL OFFER LETTER

Dear Mr./Ms. M. Satya Rohitha

The Job Mela Conducted on 20/7/2022 at ASD Women's Degree College, Jagannad Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of BPO With our organization. If you join our organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, actions, advice and results that you will provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential

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

Salary: Rs. : 16,000 + Incentives
Date of reporting: 28/7/2022
Place of reporting: Mangalore
Essential Certificates:

- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

We congratulate you and feel confident that you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Note: - This is only Provisional offer letter and it does not confer any right to the individual. The final letter will be issued on successful completion of final round of interviews at our office. Subjected to verification of original documents this letter is valid for one month or date of joining whichever is Earlier. If the period of one month is lapsed, it is deemed to be cancelled without any further notice and no request is entertained in this regard.

In case of any type of enquiry or any further assistance please Con:0884-2352767/68, vikasajobskhd@gmail.com

Company Directly Communicates about the change or the confirmation of joining & other things please follow those guidelines from the company.

Authorized signatory : AD
Designation : HR
Contact Number : 7799376444

25
VIKASA

COMPANY: Cogent E Services

PROVISIONAL OFFER LETTER

Dear Mr./Ms. K. Jhansi

The Job Mela Conducted on 20/7/2012 at ABD Women's degree

College, Jagannairapur Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of RPO _____ With our organization. If you join our organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, actions, advice and results that you will provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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

Salary: Rs. : 16,000 + Incentive
Date of reporting: 28/7/2012
Place of reporting: Mangalore
Essential Certificates:

- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

We congratulate you and feel confident that you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Note: - This is only Provisional offer letter and it does not confer any right to the individual. The final letter will be issued on successful completion of final round of interviews at our office. Subjected to verification of original documents this letter is valid for one month or date of joining whichever is Earlier. If the period of one month is lapsed, it is deemed to be cancelled without any further notice and no request is entertained in this regard.

In case of any type of enquiry or any further assistance please call 0884-2352767/68, vikasajobskkd@gmail.com.

Company Directly Communicates about the change or the confirmation of joining & other things please follow those guidelines from the company.

Authorized signatory : AS
Designation : HR
Contact Number : 7799376444

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accenture



Rama Devi Pabbinidi

13548824

Annexure IV-Declaration

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 05/09/2022

Rama Devi Pabbinidi Venkata

C11068541

2-58, Munusubu street ,Gurajanapalli, Karapa mandal,kakinada

9177916505

Dear Rama Devi Pabbinidi Venkata,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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

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

Version 10.0 May-2022

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Candidate's Signature _____

Reference Id: f4bf8fb9-87e9-4b31-bb0a-fba1efeeca60_1
Signed By: MAHESH VASUDEO ZURALE

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers, This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

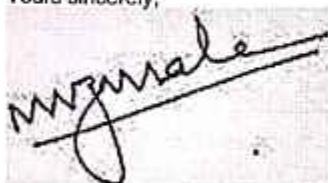
After accepting this Offer, we encourage you visit Countdown to the Company-

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

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

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

Yours sincerely,



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

ACKNOWLEDGED AND AGREED

Rama Devi Pabbinidi Venkata

Candidate's Signature _____

ANNEXURE I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
Annual (INR)	
(A) Annual Fixed Compensation	3,00,000/-
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	25,500/-
Maximum Annual Total earning potential(A+B)	3,25,500/-
(C)# Additional Notional Benefits	
Gratuity for each year of service (Indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 5,000/-
Notional Insurance Premium paid by Company	INR 11,300/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 341800/-
(D)##Additional Discretionary Reimbursements	INR 12,000/- (capped at INR 1,000/- per month)
Annual Internet reimbursement	
(E)Optional opportunity to participate in the Employee Share Purchase Plan	INR 4,500/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,00,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion,

amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulations in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to

review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #(C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

##(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

##(D) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

ANNEXURE IV - DECLARATION

I hereby represent and warrant that as of my effective start date of employment with the Company, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships

I hereby represent and warrant that I have not, during the course of any current/previous employment and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Rama Devi Pabbinidi Venkata

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."



8th August 2023

Personal & Confidential

To,
Ms. Mohammed Asmin,
mohammadasmin19@gmail.com.
62-2-35 sharif street j ramaraopeta,
Jagannaickpur Kakinada (Urban),
East Godavari, Andhra Pradesh - 533002.

SUB: LETTER OF APPOINTMENT

I would like to take the opportunity to congratulate you on the successful completion of your 3 months internship with us. we are pleased to appoint you as **Associate WordPress Developer - Digital Marketing** under the following terms and conditions:

1. Commencement Date

Your date of appointment will be effective from the day of **1st August 2023**.

2. Salary and Benefits

Salary and benefits are detailed in Annexure attached herewith. Your total annual compensation will be **INR 3,60,000 (Three Lakhs sixty thousand Rupees) per year (subjected to taxes)** out of which **Rs.36000 (also subject to taxes) is payable as a bonus at the end of completion of 12 months at Quantana.** You will be on probation for the first 3 months as a general practice.

3. Place of work

Your initial employment location will be Hyderabad. However, your services are transferable to any place in the country or abroad or any of the company's associate or sister concerns or its subsidiary client location, at the sole discretion of the leadership.

4. Working Hours

The shift timings will be based on process/program requirements as and when explained by your Reporting Manager.

5. Job Assignment/Reporting

In your assignment, you will be responsible for the duties of **Digital Marketing**, as more particularly laid out in the job description for this position. You will report directly to the supervisor nominated by the leadership.

6. Probation, Confirmation & Termination

- 1) You will be on probation for **3 (Three) months** from the date of your appointment, whereafter, if your services are found satisfactory, you will be confirmed using a written intimation. The leadership reserves the right to reduce, dispense with or extend your probation period at its absolute discretion.
- 2) (a) During the probation period or the extended period of probation, an employee will be liable to be discharged from the company's services at any time with 30 days prior notice and without assigning any reason. An Employee is also bound to provide the company with

30 days' notice during which period he/she may have to work. The company does not encourage adjusting the notice period against either leave or forfeiture of salary.

- (c) Upon confirmation, your services are liable to be terminated by the company after providing you 30 days' notice or payment of basic salary in lieu thereof. You shall also be bound to provide the company with 30 days' notice prior to resignation during which period you may have to work. The said period will not be adjustable either against leave or forfeiture of salary.
- (d) If the exigencies of work are so required, the company may not relieve you earlier than the expiry of the entire period of notice. It shall, however, be open to the company to accept your resignation with effect from any date earlier than the one offered by you in your resignation letter.
- (e) The company will have the right to terminate your employment without notice or payment of salary in lieu thereof if:
 - You commit any breach of your duties and responsibilities under this contract of service.
 - You are guilty of any gross default or misconduct, which contravenes the expressed or implied conditions of your employment; and
 - You commit a breach of any of the terms of clause 9 of this appointment letter.

7. Leave Policy

You are entitled to leave at the following leaves as per accumulation, and subject to prior approval from the manager:

- * Casual Leave: 1 Day accumulated per month
- * Sick Leave: 1 Day accumulated per month
- * Annual Leave: 5 Days per year, accrued after completion of probation period (if any). Should be availed all at once. Needs approval at least 2 weeks in advance.
- * Bereavement Leave: 2 Days in a year (granted for personal loss situations)
- * Maternity Leave: As per Government norms.
- * Paternity Leave: 5 Days.
- * Validity: Leave calendar starts in January and ends in December for the calendar year. All leave accumulated during the year will lapse in December.
- * No two types of leave can be availed in combination.
- * Any leave for more than 3 days should be informed more than 2 weeks in advance. All remaining planned leaves should be approved 1 week in advance.
- * Leaves taken without prior approval will be considered for Loss of Pay (with pro-rated loss based on the number of working days in that month).

8. Absence without Notice

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended shall result in involuntary termination of your employment without any notice unless you

- 1) Return to work within 3 days from the commencement of such absence, and
- 2) Provide a satisfactory explanation to leadership regarding such absence.

9. Non-Disclosure Agreement

During your employment with us, you will have access to confidential/proprietary information about the organization, its clients, its business transactions, and associated companies. You shall not during your course of Employment and two years after you have ceased to be in the employment of this organization, disclose such confidential/proprietary information to any third party and /or any unauthorized person.

All notes and memoranda about this organization's trade secrets and confidential/proprietary information made by or acquired by you during your employment shall at all times remain the property of this organization. Upon termination of your employment, you shall return all notes/memoranda and any copies thereof to an organization that you may have obtained during your employment.

You are obliged to sign a non-disclosure agreement specific to a particular client as and when required by the organization.

Before joining the organization, you will ensure that you will be free from any contractual restrictions preventing you from accepting this offer or starting work on the joining date.

10. Employment Regulations

Whilst employed with the company:

- You will not engage in any trade or profession or undertake any employment, full or part-time, while in the service of the Company;
- You will have no objection to working extra hours in the morning and/or the evening according to the requirements of the job.
- You may be selected and sponsored by the Company for familiarization/training assignments with the Company's technical collaborators or any other institutions/organizations in India and/or abroad. You will diligently and beneficially take part in such assignments. The cost of such training, including the travel fare and related expenses, will be borne by the Company subject to agreements to be drawn up and signed between the Company and you. Such agreements will be specifying the minimum period you will be required to serve the Company after completing the training and providing for payment of liquidated damages by you to the Company proportionate to the period of service remaining to be rendered, in the event you voluntarily terminate the contract of service or this appointment, as the case may be before the expiry of the agreed period of service referred to hereinabove.
- You will carry out your duties with diligence and loyalty at all times, keeping the Company's interest paramount.
- You shall not under any circumstances either directly or indirectly, receive or accept for your benefit any commission, rebate, discount, or profit from any person, company, or firm having business transactions with Organization
- During your employment, you will be bound by the Company's Rules and Regulations framed and enforced from time to time. The Company reserves the right to amend or alter the said Rules and Regulations at its discretion, without any notice thereof, and these will be deemed as Rules and Regulations in terms of your employment;
- The Company shall verify the facts stated by you in your resume submitted during the interview process. If any of the facts stated therein are found to be false, your services will be terminated immediately without any notice or any compensation instead of the notice period;
- This appointment letter is governed by and shall be construed by the laws of India, and both parties to this appointment letter shall submit to the exclusive jurisdiction of the Indian Courts. This appointment letter contains the entire understanding between the parties and supersedes all previous agreements and/or arrangements relating to employment with the organization. Both parties shall make any amendment or modification to this appointment letter in writing or signed.
- The terms and conditions of service are confidential and may not be disclosed to or discussed with anyone;
- You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the company to assign such duties and responsibilities.

- You will be required to apply and maintain the highest personal conduct and integrity standards and comply with all company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. would warrant strong disciplinary action from the company.
- The emoluments/benefits due to you will be liable/subject to deduction of income tax by the provisions of the Income Tax Act and Rules made thereunder other applicable laws, if any, as may be in force from time to time.

11. Work from Home Policy

You would be allowed to work from home on certain medical and physical availability grounds subject to the discretion of your reporting manager. You are required to be available during regular/committed hours to ensure the usual functioning of the business. You are required to enable yourself with the required power, internet, and any other means that ensure your availability. Working from home without prior approval will be considered a loss of pay.

12. Retirement

You will automatically retire from the service of the company on attaining the superannuating age of 60 years.

13. Date of Joining

You are required to join on **1st August 2023**, following which this offer stands withdrawn. At the time of joining please submit the following documents:

- a) Date of birth proof certificate (Copy of passport/birth certificate / S.S.C)
- b) Address Proof/Bank Statement (six months)
- c) PAN Card
- d) Academic Certificates (all from 10th to Highest)
- c) Original Resignation Letter with an acknowledgement (if applicable)
- d) Relieving letter from the previous employer (Original) (if applicable)
- e) Proof of compensation last drawn (3 Months - Original) (if applicable)
- f) Four passport-size photographs (recent)

14. Acceptance

- Please sign and return the duplicate copy of this letter and Annexure as a token of your acceptance of the terms and conditions mentioned herein.
- If you fail to indicate your acceptance within a week from the date of the appointment letter, this offer of employment will be deemed to have been withdrawn and cancelled.

All other terms and conditions will be governed by the Company's policies as stated from time to time. We look forward to your joining us for a long, successful, and mutually beneficial association.

Yours faithfully

Quantana Private Limited

Mahesh Porandlaa
HR & Operations

Ramesh Emandi
Director

I accept the appointment on the terms and conditions contained herein and will report for duty on
Name & Signature:

ANNEXURE - A

Details of Remuneration
"Annual Gross Salary" (in Indian Rupees)

Employee Name:	Mohammed Asmin
PAN No:	ERGPA3576L
Designation:	Associate WordPress Developer - DM
Date of Joining	1st August 2023

CTC - SALARY BREAKUP (YEARLY & MONTHLY)			
	Breakup of the salary	Monthly Amount Rs.	Annual Amount Rs.
	CTC (Cost to the Company)	30,000.00	360,000.00
Salary Components	- Basic Salary (50% Gross)	12,600.00	151,200.00
	HRA (40% of Basic)	5,040.00	60,480.00
	Conveyance Allowance	1,600.00	19,200.00
	Medical Allowance	1,250.00	15,000.00
	Meal Allowance	0.00	0.00
	LTA	1,260.00	15,120.00
	Statutory Bonus	1,400.00	16,800.00
	Project Allowance	2,050.00	24,600.00
	Cash Earnings (Gross Salary)	25,200.00	302,400.00
Employer Contribution	Performance Bonus / Variable Pay	3,000.00	36,000.00
	PF (Employer Contribution)	1,800.00	21,600.00
	Medical Insurance	0.00	0.00
	ESI (Employer Contribution)	0.00	0.00
	Gratuity Contribution	0.00	0.00
	Cost To the Company	30,000.00	360,000.00
	Employee Cash Earnings	25,200.00	302,400.00
Deductions	PF (Employee contribution)	1,800.00	21,600.00
	Professional Tax	200.00	2,400.00
	ESI	0.00	0.00
	Medical Insurance	0.00	0.00
	Income Tax	As Applicable	As Applicable
	Total Deductions	2,000.00	24,000.00
	Net Salary	23,200.00	278,400.00

The Income Tax Act as prevailing at the time of employment will govern your personal Taxation and the Company will deduct Income Tax at the source. You will be responsible to declare your potential Income and savings as per Company Practice to determine your personal Tax liability and declare your actual Total Personal Income to the Income Tax Authorities at the time of filing your individual Income Tax Returns for the year.

Please Note: Your salary is confidential and should not be shared with other employees. Discussions about your salary should only be conducted with your Reporting Manager/HR.

PRIVATE & CONFIDENTIAL

Date: 27-June-2023

OFFER LETTER

Dear Mr./Ms. Sadhanala Vandana, S/o. D/o. S Satyanarayana,

Congratulations! Welcome to the Mondelez Family! We are happy to make an offer of employment to you as **Team Member –Trainee** to be based out of Sri City, Andhra Pradesh.

Your Total Fixed Pay (TFP) is Rs. 2,10,000/- per annum.

Your date of joining is on **10 July 2023**. Please report to our Sricity plant at 8:30 AM on the date of joining. Your letter of appointment will be issued to you on the date of joining.

Your appointment is contingent upon successful completion of a background check and medical examination. We have not yet received the final results of your background check and pre-employment medical check. We reserve the right to end our employment agreement with you if the results of above-mentioned reports and background investigation is not successful.

Kindly sign this letter as a token of acceptance of our offer.

Mondelez Code of Conduct and Compliance Policies.

Mondelez International is committed to creating a positive work environment and conducting business ethically. As an employee of Mondelez International, you will be expected to abide by the company's policies and procedures including, but not limited to, Mondelez Code of Conduct and Compliance Policies.

We look forward to welcome you and here is wishing you a great career with Mondelez India Foods Limited (Formerly Cadbury India Limited).

Best Regards,



Amit Jain

Plant Lead, - Mondelez India, Sricity



Mondelez India Foods Pvt. Ltd.

Sricity Factory: #6055, Central Expressway Sector -25, Sricity, Tada, Andhra Pradesh - 517646
In.mondelezinternational.com

Annexure I: Mandatory documents to be carried on the day of joining

Kindly carry the following documents on the day of joining:

- Age proof (PAN Card/10th standard Pass Certificate)
- PAN Card
- Aadhar Card
- Address Proof (Ration Card / Electricity Bill / Aadhar Card)
- 4 Passport size photographs
- 10th Standard Pass Certificate & Mark Sheet
- 10+2 Standard Pass Certificate & Mark Sheet
- Graduation Pass Certificate (If Applicable)
- Cancelled Cheque, Bank Passbook

Instructions to be followed:

- Please make sure you report to the below mentioned location **2 days before the date of joining**. Cabs will be arranged for pick up from Sullurpeta Bus stop or Railway station upon request.

Female Accommodation:

Konduru Hostel

Flat no 9, Konduru Village, Near Sullurpeta,

SriSaistar City,

Konduru,

Andhra Pradesh-524401

For Cab& Accommodation: Contact Ramki - +91 97908 77828.

Please inform at least 1 day before. Cab will be available only from 10AM to 8PM.

- You will have to go for a medical check-up 2 Days before joining & please have your breakfast before the check-up. Transportation and food on that day will be arranged from the accommodation.
- One-time Transportation cost to community living from home will be reimbursed for the candidate. Please provide proper bills for the same after joining.

In case of any concerns, you can contact:

Vineeta Tikoo (People Experience Lead): +91 8727045999

Bhaskar Rao (People Experience Advisor): +91 8886741112



Mondelēz India Foods Pvt. Ltd.

Sricity Factory: #6055, Central Expressway Sector -25, Sricity, Tada, Andhra Pradesh - 517646

In.mondelezinternational.com



APPOINTMENT LETTER

7 December, 2023

Dear Thotakura Sirisha,

Resume ID - 27710345

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a Associate on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at IN-TG-Hyderabad. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of Rs 80000. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

4. Leaves:



APPOINTMENT LETTER

7 December, 2023

Dear Thotakura Sirisha,

Resume ID - 27710345

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at IN-TG-Hyderabad. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

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1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of Rs 80000. Other allowances / reimbursements as due to you are detailed in Annexure I.
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4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

4. Leaves:

Signed by Thotakura Sirisha | sirishathotakura@gmail.com | 07-12-2023 05:52:42 PM IST | 157.47.70.87

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. Term:

Employment period shall commence on 8 December, 2023 and You will join as a confirmed employee.

1. Your employment with the Company shall be terminable, without reasons, by either party giving two-months notice. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.
2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation.

6. Retirement:

You will automatically retire on attaining the age of 58 years.

7. Confidentiality:

1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.

3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes, plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.

8. Non - Compete

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a

customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation

9. Whilst employed by the company, you:

1. Will not engage in any external activities of a commercial nature
2. Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
3. Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
4. Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
5. You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
6. Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

Other Provisions

1. **Language:** This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
2. **Governing Law.** This appointment shall be governed by and interpreted in accordance with the laws of India.
3. You shall be governed by the "Service Agreement" as applicable to you

10. Declaration of Nationality

You are required to declare your nationality to your recruiter immediately as non-Indian passport/OCI/POI holders are governed by different guidelines as per the Employees' Provident Fund Organization. The Provident fund computation differs for employees holding a non-Indian passport. In absence of any declaration, nationality will be deemed as Indian. Any discrepancy highlighted in nationality post joining and requiring change in provident fund computation will be considered for modification prospectively. Wipro will not be responsible for retrospective liability. . Kindly update and validate your nationality in The DOT. post your onboarding.

11. Work Allocation

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments at any of the Wipro or Wipro's client locations based on project/assignment's requirement as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your employment or other disciplinary action.

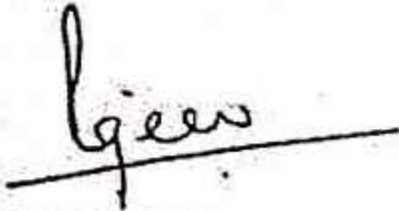
12. Government Employment Policy

If you were engaged and worked in capacity of a Government employee, you are required to comply by the cooling off period clause of 12 months from the date of retirement prior to accepting offer from a private Sector / Commercial offer and you shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any government Organization/ Entity/ Department or Individual, which are or shall be in conflict with the interests of Wipro during your employment with Wipro.

It is understood that your date of joining Wipro Limited, will not be later than 8 December, 2023 failing which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

Yours faithfully,
For Wipro Limited.



Rajeev Menon
Vice President Talent Acquisition

I accept the terms of this letter.

Signature: E-Signature Signature

Date: E-Signature Date

Name: Thotakura Sirisha

ANNEXURE I

Name	Thotakura Sirisha
Designation	Associate
Date Of Joining	8 December, 2023
Level	AA
Basic	80000
House Rent Allowance	40000
Bonus	16800
WBP	39327
PF	14301
Gratuity	3848
ESI	5724
Target Cost To Company (INR per Annum)	200000



ANNEXURE II

CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with Wipro. Noted below are a few examples of 'conflict of interest':

1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.
2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.

I have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform top management.

ANNEXURE III

**PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT
2000**

I, Thotakura Sirisha, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ("Wipro") for the following purposes:

1. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
2. Processing my job application including background verification checks and medical checks
3. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

Name: Thotakura Sirisha

Signature: E-Signature Signature

Signed by Thotakura Sirisha | sirishathotakura8@gmail.com | 07-12-2023 05:52:42 PM IST | 157.47.70.87

ANNEXURE IV

CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

I am aware that Wipro has a policy which stipulates that employees while at work cannot be under the influence of any narcotic drugs, psychotropic substances and/or alcohol so as to ensure a healthy work force. To ensure the adherence of this policy, Wipro might be required to collect specimen of employee's hair, urine, blood, or any other relevant bodily sample, as may be required (hereinafter the "Sample") and submit it for drug test screening (hereinafter "Test").

I hereby Thotakura Sirisha, consent to allow Wipro Limited (hereinafter "Wipro") to collect Sample from me for the Test.

In furtherance of the above stated:

1. I understand that the Test shall be conducted on random basis without any prejudice to anyone.
2. I authorize Wipro to share the Sample with Wipro's authorized vendor for the purpose of processing the Sample and making the result available to Wipro.
3. I understand that Wipro provides adequate security measures to safeguard the information resultant from the Test and all other personal data associated with it.
4. I understand that neither Wipro nor any authorized third party under clause (3) above shall retain the data collected in respect of the Test for period no longer than as required for statutory purposes and the data shall be suitably destroyed thereafter.
5. I understand that Wipro is entitled to initiate suitable actions against me including but not limited to disciplinary action based on the Test results.
6. I understand that Wipro may notify and publish the information resultant or ancillary to the Test if obliged under law to do so.

Name: Thotakura Sirisha

Signature: E-Signature Signature

Place: IN-TG-Hyderabad

Date: E-Signature Date

Please note: More details on the above-mentioned policies are available on My Policies Section in The DOT. which is accessible on joining.

Signed by Thotakura Sirisha | sirishathotakura8@gmail.com | 07-12-2023 05:52:42 PM IST | 157.47.70.87

VIKASA

COMPANY: Bharat Fh

PROVISIONAL OFFER LETTER

Dear Mr./Ms. K. Krishna Veni

The Job Mela Conducted on 20-07-2022 at A.S.D. Govt Degree College (W) KFD.

Bharat Fh Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of Mobile Assembler offer letter Bharat Fh With our organization. If you join our organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, actions, advice and results that you will provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

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

Salary: Rs. : 12,238/-
Date of reporting: 1-08-2022
Place of reporting: Sri city (Wellse)

Essential Certificates:

- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

We congratulate you and feel confident that you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Note: - This is only Provisional offer letter and it does not confer any right to the individual. The final letter will be issued on successful completion of final round of interviews at our office. Subjected to verification of original documents this letter is valid for one month or date of Joining whichever is Earlier. If the period of one month is lapsed, it is deemed to be cancelled without any further notice and no request is entertained in this regard.

In case of any type of enquiry or any further assistance please Con:0884-2352767/68, vikasajobskkd@gmail.com.

Company Directly Communicates about the change or the conformation of Joining & other things please follow those guidelines from the company.

Authorized signatory : [Signature]
Designation : HR
Contact Number : 8297400666

VIKASA

COMPANY: Bharat Fih

PROVISIONAL OFFER LETTER

Dear Mr./Ms. S. Anusha

The Job Mela Conducted on 20-07-2022 at A.S.D. Govt Degree College (W) KFD

Bharat Fih Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of Mobile Assembler offer letter
Bharat Fih With our organization. If you join our organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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

Salary: Rs. : 12,238/-
Date of reporting: 1-08-2022
Place of reporting: Sri City (Nellore)
Essential Certificates:


- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

We congratulate you and feel confident that you will be able to make a significant contribution to the success of our organization and look forward to working with you.

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Company Directly Communicates about the change or the conformation of joining & other things please follow those guidelines from the company.

Authorized signatory : 
Designation : HR
Contact Number : 8297400666

VIKASA

COMPANY: Bharat Fih

PROVISIONAL OFFER LETTER

Dear Mr./Ms. P. Durga Malathi

The Job Mela Conducted on 20-07-2022 at A.S.D. Govt. Degree College (w) Kkd
Bharat Fih Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of Mobile Assembler offer letter
Bharat Fih With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, actions, advice and results that you will provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

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Salary: Rs. : 12,238/-
Date of reporting: 1-08-2022
Place of reporting: Sri City

Essential Certificates:


- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

We congratulate you and feel confident that you will be able to make a significant contribution to the success of our organization and look forward to working with you.

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Company Directly Communicates about the change or the conformation of Joining & other things please follow those guidelines from the company.

Authorized signatory : 
Designation : HR
Contact Number : 8297400666

53

VIKASA

COMPANY: Bharat Fib

PROVISIONAL OFFER LETTER

Dear Mr./Ms. M. Durga Vasantha

The Job Mela Conducted on 20-07-2022 at ASD. Govt Degree College (W) ktd
Bharat Fib Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of _____
Bharat Fib With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, actions, advice and results that you will provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

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

Salary: Rs. : 12,238/-
Date of reporting: 1-08-2022
Place of reporting: Sri City (Nellore)

Essential Certificates:

- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

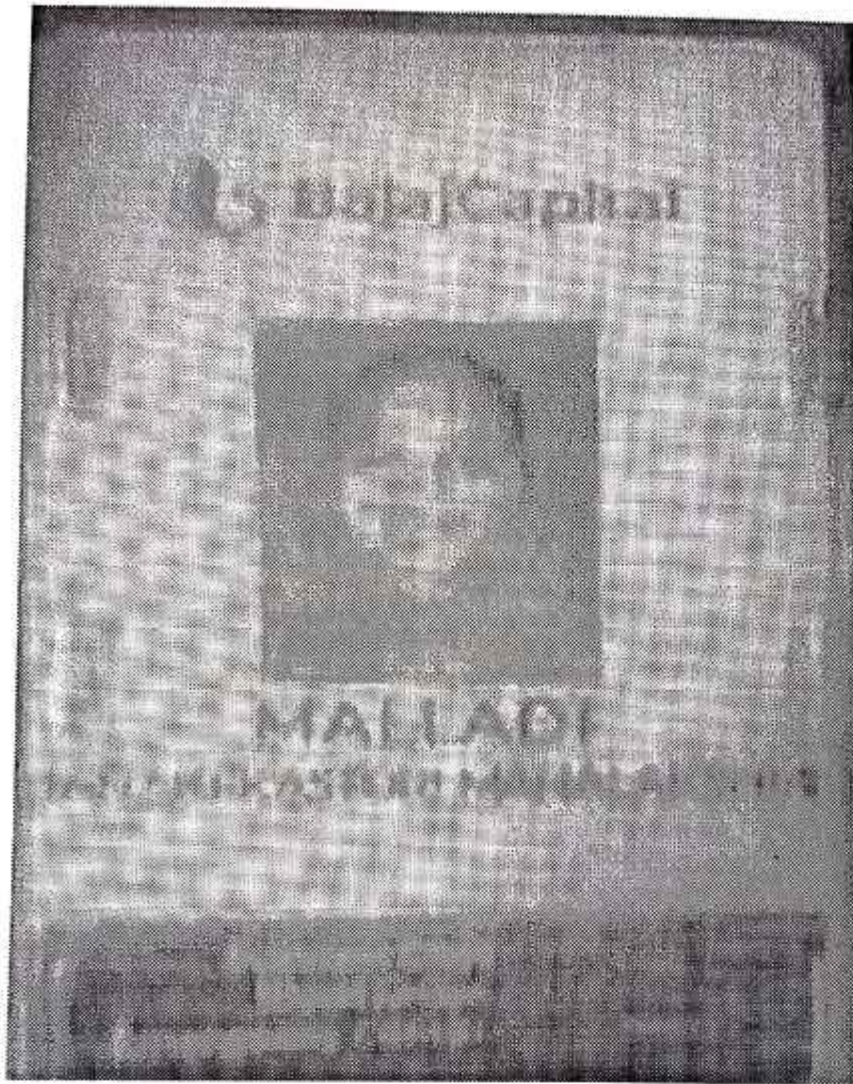
We congratulate you and feel confident that you will be able to make a significant contribution to the success of our organization and look forward to working with you.

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Company Directly Communicates about the change or the conformation of joining & other things please follow those guidelines from the company.

Authorized signatory : [Signature]
Designation : HR
Contact Number : 8297400666



VIKASA

COMPANY: Bharat Fh

PROVISIONAL OFFER LETTER

Dear Mr./Ms. M. Jamsi Mahalakshmi

The Job Mela Conducted on 20-07-2022 at ASD Govt Degree College (W) Kollod
Bharat Fh Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of _____
Bharat Fh With our organization. If you join our organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, actions, advice and results that you will provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

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

Salary: Rs. : 12,238/-
Date of reporting: 1-08-2022
Place of reporting: Sri City (Nellore)

Essential Certificates:


- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

We congratulate you and feel confident that you will be able to make a significant contribution to the success of our organization and look forward to working with you.

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Authorized signatory 
Designation : HR
Contact Number : 829740666

VIKASA

COMPANY:

PROVISIONAL OFFER LETTER

Dear Mr./Ms. R. Katturi

The Job Mela Conducted on 20-07-2022 at ASD Govt Degree College (W) kkd

Rhvat fh Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of Mobile Assembler offer letter
Rhvat fh With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, actions, advice and results that you will provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

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

Salary: Rs. : 12,2381-
Date of reporting: 1-08-2022
Place of reporting: Sri city (Nellore)
Essential Certificates:

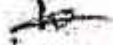
- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

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Authorized signatory 
Designation : HR
Contact Number : 8297400666

VIKASA

COMPANY: Bharat Fih

PROVISIONAL OFFER LETTER

Dear Mr./Ms. B. Lakshmi Prayya

The Job Mela Conducted on 20-07-2022 at ASD Govt Degree College (W) Kkd

Bharat Fih Company Participated and conducted the interviews to the applicant.

Following the Interview process, provisionally offer you the position of Mohib Akrambor offer letter
Bharat Fih With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, actions, advice and results that you will provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

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Salary: Rs. : 12,238/-

Date of reporting: 1-08-2022

Place of reporting: Sri City (Nellore)

Essential Certificates:


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Company Directly Communicates about the change or the conformation of joining & other things please follow those guidelines from the company.

Authorized signatory 

Designation : HR

Contact Number : 8297408664

VIKASA

COMPANY: Bharat Fih

PROVISIONAL OFFER LETTER

Dear Mr./Ms. K. Manika

The Job Mela Conducted on 20-07-2022 at A.S.D. Govt Degree College (W) Kke
Bharat Fih Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of Mobile Assembler offer letter
Bharat Fih With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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

Salary: Rs. : 12,238/-
Date of reporting: 1-08-2022
Place of reporting: SI City (MELBO)
Essential Certificates:


- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

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Company Directly Communicates about the change or the conformation of Joining & other things please fallow those guidelnes from the company.

Authorized signatory : 
Designation : HR
Contact Number : 82974 00666

VIKASA

COMPANY: Bharth FIH/Amber Pvt Ltd

PROVISIONAL OFFER LETTER

Dear Mr./Ms. O. Nagalakshmi

The Job Mela Conducted on _ at ASD Govt. Degree College for Women(A), Kakinada

Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of **Trainee Bharth FIH/ Amber Pvt Ltd** With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, actions, advice and results that you will provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

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

Salary: Rs. : 10,300/-

Date of reporting:

Place of reporting: Sri City Tada , Tirupathi District

Essential Certificates:

- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

We congratulate you and feel confident that you will be able to make a significant contribution to the success of our organization and look forward to working with you.

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Company Directly Communicates about the change or the conformation of Joining & other things please follow those guidelines from the company.

Authorized signatory : Srikanth

Designation : HR

Contact Number : 9666014378

COMPANY: Bharth FIH/Amber Pvt Ltd

PROVISIONAL OFFER LETTER

Dear Mr./Ms. V. Nagalakshmi

The Job Mela Conducted on _ at ASD Govt. Degree College for Women(A), Kakinada

Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of **Trainee Bharth FIH/ Amber Pvt Ltd** With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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

Salary: Rs. : 10,300

Date of reporting:

Place of reporting: Sri City Tada , Tirupathi District

Essential Certificates:

- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

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Company Directly Communicates about the change or the conformation of Joining & other things please follow those guidelines from the company.

Authorized signatory : See Hanth

Designation : HR

Contact Number : 9666014378

VIKASA

COMPANY: Bharth FIH/Amber Pvt Ltd

PROVISIONAL OFFER LETTER

Dear Mr./Ms. H. Navitha

The Job Mela Conducted on _ at ASD Govt.Degree College for Women(A),Kakinada
Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of **Trainee Bharth FIH/ Amber Pvt Ltd** With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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Salary: Rs. : 10,300/-

Date of reporting:

Place of reporting: Sri City Tada , Tirupathi District

Essential Certificates:

- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

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Authorized signatory : Sri Kambh

Designation : HR

Contact Number : 9666014378



VIKASA

COMPANY: Bharth FIH/Amber Pvt Ltd

PROVISIONAL OFFER LETTER

Dear Mr./Ms. S. Satya Veni

The Job Mela Conducted on _ at ASD Govt. Degree College for Women(A), Kakinada

Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of **Trainee Bharth FIH/ Amber Pvt Ltd** With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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Salary: Rs. : 10,300/-

Date of reporting:

Place of reporting: Sri City Tada , Tirupathi District

Essential Certificates:

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- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

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Company Directly Communicates about the change or the conformation of Joining & other things please follow those guidelines from the company.

Authorized signatory : Sri Kantu

Designation : HR

Contact Number : 9666014378

VIKASA

COMPANY: Bharth FIH/Amber Pvt Ltd

PROVISIONAL OFFER LETTER

Dear Mr./Ms. M. Venkata Kopythana.

The Job Mela Conducted on _ at ASD Govt. Degree College for Women(A), Kakinada

Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of Trainee Bharth FIH/ Amber Pvt Ltd With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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Salary: Rs. : 10,300/-

Date of reporting:

Place of reporting: Sri City Tada , Tirupathi District

Essential Certificates:

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- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

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Company Directly Communicates about the change or the conformation of Joining & other things please follow those guidelines from the company.

Authorized signatory : Sri Kanth
Designation : HR
Contact Number : 9666014378

D.Vijaya Lakshmi

Wednesday, 4 Oct - 10:44 pm

Dear Customer, INR 8,486.00
credited to your A/c No XX1489
on 04/10/2023 through NEFT with
UTR AXISP00430511558 by K L
TECHNICAL SERVICES, INFO: RIQHY
D8Q113441502Q041023Q17-SBI

10:44 pm

P.Sri Kanya

Wednesday, 4 Oct - 10:44 pm

Dear Customer, INR 8,486.00
credited to your A/c No XX1489
on 04/10/2023 through NEFT with
UTR AXISPO0430511558 by K L
TECHNICAL SERVICES, INFO: RIQHY
D8Q113441502Q041023Q17-SBI

10:44 pm

COMPANY: Bharth FIH/Amber Pvt Ltd

PROVISIONAL OFFER LETTER

Dear Mr./Ms. M- Sandya

The Job Mela Conducted on _ at ASD Govt. Degree College for Women(A), Kakinada

Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of **Trainee Bharth FIH/ Amber Pvt Ltd** With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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Salary: Rs. : 10,300/-

Date of reporting:

Place of reporting: Sri City Tada , Tirupathi District

Essential Certificates:

- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

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In case of any type of enquiry or any further assistance please Con:0884-2352767/68,vikasajobskkd@gmail.com.

Company Directly Communicates about the change or the conformation of Joining & other things please follow those guidelines from the company.

Authorized signatory : Sri Kanth

Designation : HR

Contact Number : 9666014378

VIKASA

COMPANY: Bharth FIH/Amber Pvt Ltd

PROVISIONAL OFFER LETTER

Dear Mr./Ms. V. Naga Sravani

The Job Mela Conducted on _ at ASD Govt. Degree College for Women(A) /

Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of Trainee Bharth FIH/ Amber Pvt Ltd With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of our organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectation. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

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

Salary: Rs. : 10,300/-

Date of reporting:

Place of reporting: Sri City Tada , Tirupathi District

Essential Certificates:

- Original Certificates of your education Qualification
- Id Proofs (Aadhar/PAN/Ration Card/Voter Card)

We congratulate you and feel confident that you will be able to make a significant contribution to the success of our organization and look forward to working with you and rewarding. The

Note: - This is only Provisional offer letter and it does not confer any right to the individual. The final letter will be issued on successful completion of final round of interviews at our office. Subjected to verification of original documents this letter is valid for one month or date of Joining whichever is Earlier. If the period of one month is lapsed, it is deemed to be cancelled without any further notice and no request is entertained in this regard.

In case of any type of enquiry or any further assistance please Con:0884-2352767/68, vikasajobskka@gmail.com.

Company Directly Communicates about the change or the conformation of Joining & other things please follow those guidelines from the company.

Authorized signatory : Suikamth

Designation : HR

Contact Number : 9666014378

COMPANY: Bharth FIH/Amber Pvt Ltd

PROVISIONAL OFFER LETTER

Dear Mr./Ms. A Durga devi

The Job Mela Conducted on _ at ASD Govt.Degree College for Women(A),Kakinada

Company Participated and conducted the interviews to the applicant.

Following the interview process, provisionally offer you the position of **Trainee Bharth FIH/ Amber Pvt Ltd** With our organization. If you join our organization, you will become part of a fast-placed and dedicated team that works together to provide our clients with the highest possible level of service and advice.

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Company Directly Communicates about the change or the conformation of Joining & other things please fallow those guidelines from the company.

Authorized signatory : Sri Kamthi

Designation : HR

Contact Number : 9666014378