Accenture Solutions Pvt.Ltd.
TSI Business Park Pvt.Ltd - SEZ

Employee Permanent ID Card



Name : Vishwatej B

Designation : Associate

S.No/Location: 13765/HDC2

Date Of issue: 16-Feb-2023

Valid Upto : 17-Oct-2025

Company Authority

Authorised Officer





Vempati Sai Prashanth R2620





Revathi Paleti

Date Of Joining: 10-Oct-2022



- Strictly Confidential & Personal -

Date: 15-Jun-22

Bhavana Bayya Hyderabad.

Dear Bhavana

Ref: Offer Letter dated 15-Jun-22

You have been offered a position of Associate Analyst, Content Engineering vide an Offer Letter dated 15-Jun-22 and your date of joining with GlobalLogic Technology Private Limited ("GlobalLogic/ Company") was stated to be 16-Jun-22

Due to extraordinary situation prevailing in the Country because of the pandemic of Covid-19, we will be facilitating your joining remotely with the Company. However please note that this joining will be subject to following conditions and to your reporting and physical document verification at the GlobalLogic Office as and when specified and communicated to you by the Company at a later date.

The following are the conditions for your remote joining:

- 1. As you would be joining the Company remotely we would be implementing the standard joining protocols once you physically report to the Company office. For this remote joining, you have to submit copies of all the requisite documents by email or any other medium as specified. Originals of the same shall be verified later.
- 2. Your remote joining to the company is subject to all applicable laws including but not exclusive of The Employees' Provident Funds Scheme, 1952 and any other labour laws, regulations or guidelines and directions.
- 3. Where there is a dispute by any Authority with regard to your date of joining the Company, the Authority shall have the final right to determine such date of joining.
- 4. You will be issued an Appointment Letter after you physically report and complete the standard joining formalities of the Company. The terms and conditions set out in the Appointment Letter shall override this joining letter.
- 5. You may be issued Company asset (for example: Laptop, Dongle, USB Drive or any other such device or effect), you shall take care of the same as if it was your own. You shall be held liable for any damage or loss of the Company Asset/ property and the same may be deducted from your payables from the Company.



Rangareddy Dist, TS, India - 500019





DLF Cyber city, Hyderabad, Telangana 500019 Phone | 91,40,6141,9900







- 6. You will be expected to conform with all joining formalities and standard protocols once you physically report to the Company. However all applicable policies and processes shall become effective on you once you complete this remote joining processes. You may connect with your team, manager or your HR contact to get more details about such polices and processes.
- 7. You will adhere to all applicable IT Security Guidelines as set out by the Company. If you need any assistance in this regard you may contact the following tt-helpdesk@globallogic.com
- 8. You will also be subject to the standard Non-Disclosure Agreement (NDA) and confidentiality obligations of the Company. A link for this NDA shall be shared with you. Your remote joining will be conditional to the acceptance of this NDA.

Looking forward to a mutually beneficial association with you.

Cordially,

Padmin havifin

Padmini Mani Giri

GlobalLogic Technologies Private LTD

Undertaking:

I have read and understood the above terms and conditions of this remote joining letter and I agree that if I am unable to physically report or pass the document verification check at the time of my physical reporting, the Company reserves a right to terminate my employment forthwith.

I agree to remotely join the Company on 16-Jun-22 and will physically report to the Company premises as and when informed by the Company officials.

Date: Signature:_







DLF Cyber city, Hyderabad, Telangana 500019 Phone | 91.40.6141.9900

stered | 6th floor, Block 1,









ONE West Building, Survey NO. 88/AA and 88/E, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008 Ph: +91 40 6757 0000

adp.com

14 September, 2022

Mr. Gnanasundara Sri Sai Pranay Kanala #6-5-7, Kanala Nilayam, S F Colony, Vanasthalipuram, Near NGOs Colony Bus Stop, Hyderabad 500070.

Dear Gnanasundara Sri Sai Pranay,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP. Please find the offer details below:

Position: Process Associate

Grade: G1 L1

Start date: On or Before 03 July, 2023

Compensation: Gross Compensation of INR 300,008 (Rupees Three Lakhs and Eight Only) per year

including variable performance incentive linked to your performance, performance of your

business unit and ADP.

Probation &You will be on probation for a period of six months from the date of your joining. During **Notice Period:**this period, you will be entitled to all benefits as per ADP's policy & your employment with

this period, you will be entitled to all benefits as per ADP's policy & your employment with the Company is terminable by serving a notice of sixty days on either side. On successful completion of probation period, the notice period would be ninety days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to,

non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-

performance and elimination of the position per ADP's business needs.

Place of work: Your initial place of work will be Hyderabad. However, your services are transferable and

you may be assigned, to any location in India or abroad where the Company or any one of

its associates or customers, conducts business.

<u>Note</u>: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

Vipul Singh (Divisional Vice President & Head of HR)

Associate Signature:



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adp.com

Details of Compensation

Name : Gnanasundara Sri Sai Pranay Kanala

Position : Process Associate

Grade : G1 L1

A. Base Salary	Monthly (INR)*	Annual (INR)*
Basic Salary	11,160	133,920
House Rent Allowance	4,554	54,648
Flexible Benefits**	2,232	26,784
B. Bonus (20% of Basic Salary Paid Monthly)	2,232	26,784
C. Standard Benefits		
Provident Fund***	1,607	19,284
Gratuity	537	6,444
Gross Compensation (A+B+C)	22,322	267,864

Total CTC (Gross + VPI)##		300,008	
from 0% to 175% based on performance)	0	32,144	56,251
Variable Performance Incentive (VPI) [#] (will range	0%	100%	175%

^{*} Indian Rupees

Tax will be applicable as per Tax Slab & Tax Regulations

Associate	Signature:	

^{**} Flexible Benefits include Leave Travel Allowance and Children Education Allowance

^{***} PF will be deducted as per the statutory norms

[#] These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

^{##} Total CTC is computed at 100% VPI payout



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Terms and Conditions

1. Working Hours

The organization works 7 days a week, twenty-four hours a day. You will be expected to attend office and work during the hours assigned to you by your leaders which may include night shifts. You will be required to work 5 days a week and your weekly off may not necessarily be on Saturday and Sunday.

2. Confidentiality

You will be required to execute a confidentiality agreement at the time of joining, regarding your employment and the business matters of the organization.

3. Authenticity

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the organization reserves the right to immediately terminate your services.

4. Documents

This Offer would stand cancelled if you fail to successfully complete your educational degree and do not meet the percentage criterion as specified during interviews

5. Permanent Account Number (PAN)

Permanent Account Number (PAN) is mandatory under Income Tax Act for processing salaries. In the absence of PAN, TDS would be deducted as per the applicable slab rate of Income Tax.

6. Statutory Benefits

Provident Fund: Provident Fund will be deducted from your salary as per EPF Act. The organization will also contribute a matching amount towards your Provident Fund. The PF related components of the compensation would be governed by the relevant statutory laws as may be applicable from time to time.

Gratuity: The Gratuity is paid to the associates as per the Gratuity Act, 1972 and would be governed by the relevant statutory laws as may be applicable from time to time.

7. Statutory Compliance

Income Tax and Profession Tax or any other payments will be deducted from your salary, as applicable as per statutory laws.

8. Flexible Benefits

The Flexible Benefit is a key component in your Gross Yearly Compensation. It allows you the flexibility to claim tax exemption benefit, as per Income Tax norms / rules in practice for the given financial year.

Associate Signature:	
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9. Health Insurance

You and your dependents will be covered as per the existing Mediclaim Insurance Policy provided by the organization.

10. Personal Accident Insurance

You will be covered as per the existing Group Personal Accident Insurance Plan provided by the organization.

11. Leave

You are eligible for Privilege Leaves and Casual Leaves as per the organization policy. You are also entitled to avail the Public Holidays as per the organization policy. Leave should be taken, as mutually agreed between you and the Reporting Manager.

For those members who joined the organization after January 1st, Leave entitlement for the period between your Start date and 31st of December will be allocated on a pro rata basis.

12. Variable Performance Incentive

You will be eligible for variable performance incentive based on your performance, performance of your business unit & ADP. This incentive will be paid as a one-time amount every year as per the organization's variable performance incentive payment cycle. In case the period of employment is less than one year at the time of bonus cycle, the amount will be computed on a pro-rata basis.

13. Maternity Benefit

Women associates would be eligible to avail maternity related benefits per prevailing statute and relevant organizational guidelines applicable from time to time.

14. Drug Test

You will be required to undergo a drug test with the organization on the day of induction. If tested positive for any of the banned & illegal drugs as per the organization policy, it would result in action leading up to termination.

15. Background Checks

In accordance with our policy, this offer is conditioned upon your successful completion of a background check. Because this is a conditional offer of employment, you should not give notice to your present employer, sell real estate, or incur any other expense associated with acceptance of employment until you receive confirmation that you have successfully satisfied the preconditions of employment. This process is generally completed within 3 weeks, however the process may take longer. Background checks may include, without limitation, criminal screening, educational and employment verification, and reference checks. This offer is subject to the authenticity of any information and documentation in connection with background screening provided by you or otherwise obtained by ADP before, during or after the offer is communicated to you. In the event any information provided by you or otherwise obtained by ADP for background screening is proven to be false, misleading, or otherwise unsatisfactory to ADP in its sole discretion, ADP reserves the right to immediately rescind this offer and/or terminate your employment, if applicable, at any time.

Associate Signature:	
----------------------	--

Proceedings of the Commissioner of Police, Rachakonda Commissionerate. Present: Sri. G. Sudheer Babu, IPS.,

C.No.01/PC. Rectt/R1-RCK/2022-2024

Date: 12.02.2024

DO No. 725-52/2024

Sub: Police Department - Rachakonda Commissionerate-Induction Training for SCTPCs-2022 Notification - Selection Order - Issued - Reg.

Ref: Memorandum Rc. No. 48/Rect/Genl-2/2024, dt 11.02.2024 of the Chairman TSLPRB, Hyderabad.

@@@

ORDER:

Sri/Smt./Kum. PASUPULA MAHESH, S/o, D/o, W/o. PASUPULA MADDILETI, Reg. No.: 1077477, is selected to the Post of SCT PC (Civil) in Rachakonda Commissionerate as per the reference cited under the provisions of TS Police (Stipendiary Cadet Trainee) Rules, 1999 (Telangana Adaptation Order, 2015) vide G.O.Ms.No.96 Home (Legal) Department, dated 31-12-2015, and its amendments issued from time to time.

The Selectee should undergo 9 (nine) months Induction Training in the Training Centre allotted to him / her and he / she will be paid an amount of Rs. 9000/- per month as Stipend during the training period from the date of commencement of training at the Training Centre. The Selectee shall not be entitled to any other allowances or special pay/s etc during the Training Period. This Selection is subject to the following conditions.

This Selection is subject to the outcome of the Orders if any, to be given in all the relevant WPs / SLPs pending in Hon'ble High Court / Supreme Court even after completion of Induction Training / regular appointment.

If any Certificate/s pertaining to Vertical Reservation including EWS / MSP Category or any Horizontal Reservation under which the Selectee is selected is / are found to be fake / false either during the Induction Training or at any instance even after completion of Induction Training / regular appointment, then services of such Selectee will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for producing of fake/ false Certificate/s.

If any discrepancy, inconsistency or irregularity concerning any factors that are covered under (a) Antecedents Verification, (b) Veracity of Certificates or (c) Medical Examination, Physical Fitness / Height are noticed during the Induction Training or at any instance even after completion of Induction Training / regular appointment then a report will be sent to the Chairman, TSLPRB for taking necessary action as per the Rules.

Page 1 of 3

Induction Training schedule will be informed by the IGP (Training). On learning about the date of commencement of Induction Training, the Selectee will be summoned by the concerned Appointing Authority and he / she has to come prepared to undergo the 9 (nine) months Induction Training.

The Selectee should report on the designated date and place scrupulously, failing which, his / her selection is liable to be cancelled as per the Rules and Regulations of the Department. The Selectee has to join the Induction Training on the designated day as intimated by the Appointing Authority. If the Selectee fails to join the Induction Training within 7 (seven) days of commencement of the training without giving prior writtenintimation to the Chairman, TSLPRB then his / her selection is deemed to have been cancelled.

The Selectee shall submit a Security Bond for Rs 5000/- (Rupees Five Thousand only) on a 100-Rupee Non-Judicial Stamp Paper that he / she shall serve the Department on successful completion of the training for a minimum period of 5 (five) years from the date of his / her actual appointment. In the event of discharge from training for any reason, he / she has to pay-up the security amount in addition to the training expenses and remuneration / stipend received.

If the Selectee discontinues the Induction Training for any reason or is discharged from Training for unsatisfactory performance or misconduct, or if the Selectee resigns the job, then he / she is liable to repay the stipend or remuneration paid to him / her in addition to returning the cost of training incurred on him / her.

The Selectee shall adhere to discipline and good conduct in the training institution and shall show satisfactory progress during the period of training. If any irregularity, misconduct / misbehavior or deficiency is noticed during the training period, the Selectee is liable to be discharged. The Selectee shall be discharged from training without assigning any reasons and without issuance of any prior notice to him/her for unsatisfactory conduct or unsatisfactory performance.

The Selectee shall appear for all the prescribed tests during the training in all indoor and outdoor subjects. The Selectee is required to pass all the subjects according to the scheme of the examination. Those who fail in one or more subjects shall remain in the training institution and will be required to appear in the supplementary examination within a periods of 2 (two) months from the date of completion of final examination. Candidates who are unsuccessful in the supplementary examination shall be discharged from the training and they will not be offered any appointment in the Department.

The Selectee shall not be entitled for any kind of leave during the 9 (nine) months Induction Training period. Absence from training exceeding one month due to medical disability shall result in temporary medical invalidation requiring the Selectee to undergo the training afresh with the next Batch of Induction Training, if found medically fit at that time.

Do. No. 725-52/2024

As per Rule 6(iv) of Telangana State Police (SCT) Rules (Telangana Adaptation order, 2015) issued in G.O. Ms. No. 96 of Home (Legal) Department dated 31.12.2015, a Cadet who remains absent for a total period of 7 (seven) days is liable to be discharged by the Inspector General of Police (Training) from training after issuing notice and obtaining explanation and as per Rule 6(v), appeals can be made to the Chairman, TSLPRB within a period of 30 (thirty) days from the date of acknowledgment of the discharge orders. Appeals preferred after the prescribed period shall not be entertained.

After successful completion of Induction Training and passing of all the designated tests / examinations, the Selectee will be appointed in the Time Scale of Pay prescribed for Police Constables (Civil / AR) and will be put on Probation for a period of 2 (two) years within a continuous period of 3 (three) years.

The Selectee shall serve anywhere in the State of Telangana and at any place in India according to the exigencies of service.

The Selectee shall follow all the instructions issued during the training carefully and shall exhibit exemplary conduct, discipline and devotion to duty at all times.

Receipt of these Proceedings shall be acknowledged.

Commissioner of Police, Rachakonda

To Sri/Smt./Kum. PASUPULA MAHESH Reg.No. 1077477, SCT PC (Civil) Copy to Service Book Copy to DO book, Copy to Stock File,



SAIKUMARREDDY BUSIREDDY 2064413



cognizant



Upender N Yadav 3-4-38/w,nethaji nagar, RAMANTHPUR Offer Id: 62537



Letter of Engagement

Dear **Upender N Yadav**

We are pleased to engage you as **Digital Interaction Advisor** at 24/7 Customer Pvt. Ltd., NSL-SEZ (HYD), Plot No. 6, Survey No. 1, 6th floor, IDA Uppal, Hyderabad, with effect from **25-Aug-2022**. Your contract will terminate on **31-Dec-2022** and during its currency will be subject to the following terms and conditions:

1. Accountability:

You will report to the Manager.

2. Working Hours:

You will be required to work eight hours a day (excluding breaks) and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. Remuneration:

Your cost to the company (CTC) will be as per Annexure I enclosed. You will be eligible for two days of paid leave per month of service. On joining the company, as a prerequisite, you need to undergo and successfully complete the Foundation Level Training and Process Level Training. In the event of your inability to pass the same, your services are liable to be discontinued. For any unauthorized absenteeism during the FLE/PLE stage, your services are liable to be discontinued from the very next day. Only exception allowed is on medical grounds, provided the trainer is intimated in advance. In the event of such authorized absence exceeding more than two days, you will be required to restart the program from the beginning.

4. Duties:

You shall perform such duties, observe, and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you.

5. Address:

You will keep us informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deem to have been served on you.



6. Transfer:

You have been engaged as **Digital Interaction Advisor** at **Hyderabad** but are liable to be transferred at any time from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.

7 Service Rules:

You shall abide and be bound by the Company's policies as may be updated from time to time.

8. Notice Period

During the training period (Foundation Level Training & Process Level Training) your services can be terminated by giving one day's notice on either side. After successfully completing the training and on regular work, your notice period shall be 15 days on either side till your contract end date 31-Dec-2022.

9. Undertaking and NDA:

You will be required to execute an Undertaking and a NDA on joining, as part of the terms and conditions of your engagement with the company.

10. Other Terms & Conditions:

- a) You will not engage yourself directly or indirectly either on honorary or on remuneration in any services, trade, business vocation or occupation or in any other official capacity outside the company unless expressly permitted by the company.
- b) If at any time during the engagement you are found guilty of misconduct, theft, fraud or any willful breach or continuous negligence of the terms of this appointment letter or on account of dereliction of duties and/or instructions given to you from time to time, or if any information furnished by you to the company proves to be false or if you are found to have willfully suppressed or concealed any material information, or if you have not performed to expected levels, the Company may terminate your engagement without the liability of paying any notice period pay.

Breach of terms and conditions contained herein shall be considered a breach of the terms and conditions of your contractual engagement and as misconduct on your part and may result in termination of your services by the Company, without notice or pay in lieu thereof.

Please note that this a Conditional Offer Letter and will become a Confirmed Offer Letter after all of the documents and information are available to 247 and are validated to be accurate and as per our requirements. This letter is not a guarantee of employment.

With Best Wishes,

Brian Alfred Dsouza AVP - HR-Recruitment



This is a system generated letter and does not require any signatures.



Annexure I

Annexure - I

Level / Grade: L1G1

Designation: Digital Interaction Advisor

Rs. PN
4,500
1,800
9,300
912
16.512
1656
77777
537
50
2,243
18,755
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^{*} Employees joining after 20th of the month will get their salary along with next month's salary as arrears.

Benefits

Group Insurance in lieu of EDLI (Under PF):- An insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employment tenure to his/her Nominee's upto the value of Rs.7,02,000 /-

You will be eligible for a Retention bonus of Rs. 5000/- pm which will be paid after the end of employment tenure and that will be linked to the Attendance metrics.

Self to Work - You will be eligible for Rs.3300 pm, if you are commuting on your self to office

^{*} Benefits as per Statutory Law is subject to change from time to time.



Vipany Management Consulting PvtLtd

A Talent Intelligence Company

Date: 20-08-2021

To

Ms. Kodumuru Sirisha

RELIEVING AND EXPERIENCE LETTER

This is to certify that Ms. Kodumuru Sirisha was working with us in the position of Legal Associate. From 05-02-2021 to 20-08-2021 deployed at EPIQ Systems India Pvt Ltd.

During this period, we found her/him a wonderful employee who delivered satisfactory performance. Your full and final settlement are made till your last working day with the company.

Wish you all the best in your future endeavors.

For Vipany Management Consulting Pvt Ltd.

Sudhakar Kumar Kolavennu CEO

Corporate Office:

H.No: 6-3-456/21, 1st Floor, Sree Nilayam, Dwarakapuri Colony, Panjagutta,Hyderabad-500 082 040-40023788/40045954 Email: contact@vipanygroup.com www.vipanygroup.com

Registered Office:

H. No:8-8-92. Plot No.B/220 Green Park Colony, Champapet Saroornagar, Hyderabad-500035 Reg No. U93000TG2014PTC095532

OLIVA

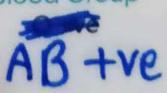


Makwin Anthony Raj

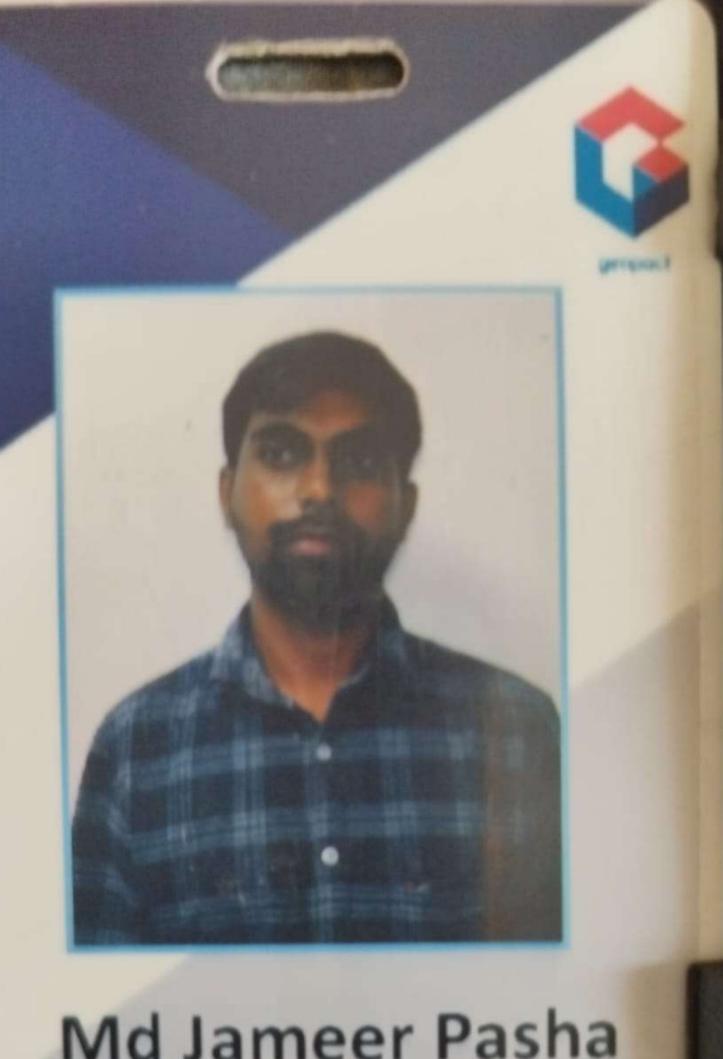
Employee ID 102556



Blood Group



Authorised Signatory



Md Jameer Pasha 703335906

EMERGENCY CONTACT NO.: 7095526730



Bandhan Bank Limited

Head Office: Floors 12-14, Adventz Infinity@5, BN 5, Sector V, Salt Lake City, Kolkata - 700091 CIN: L67190WB2014VATE 46V3 CONFIDENTIA 6609 0909, 4045 6456 | Fax: +91 33 6609 0502 Email: info@bandhanbank.com | Website: www.bandhanbank.com

Ref. No.: BBL/HR/45741/2021-22

Date: 30/12/2021

Mr. Gangula Sainath Reddy S/O – Mr. Krishna Reddy Gangula 8-8-53 Plot No. A/294, Green Park Colony Road No. 6, Karmanghat, Saroomagar, Rangareddi - 500079

Dear Mr. Sainath,

Greetings from Bandhan Bank Ltd,

With reference to your application and subsequent discussion, we are pleased to offer you an 'Management Trainee

- Area Manager (EEB)' position at an Assistant Manager Grade with Bandhan Bank. You shall be appointed under
the following terms & conditions, subject to successful completion of your course of studies:

1. You will be required to join the Bank on or before 11th May, 2022. The exact date of joining shall be confirmed through mail and place of posting shall be provided by a letter during the Induction Program.

Further, your joining shall be subject to you being found medically fit by a physician as mentioned in point 12 of this letter.

2. You will be paid monthly salary and allowances as under:

Particulars	Monthly (Rs.)	Yearly (Rs.)
Basic Salary	₹ 9,450	₹ 1,13,400
HRA	₹ 4,725	₹ 56,700
Special Allowance	₹ 9,775	₹ 1,17,300
Medical Allowance	₹ 1,250	₹ 15,000
Conveyance Allowance	₹ 1,600	₹ 19,200
Child Education Allowance	₹ 200	₹ 2,400
Gross Salary	₹ 27,000	₹ 3,24,000
Benefits		
PF(Employer Contribution)	₹ 1,800	₹21,600
Gratuity #	₹ 455	₹ 5,460
Insurance Valuation - Mediclaim, Term Life and Accidental Benefit	₹861	₹ 10,332
Cost to Company(CTC)	₹ 30,116	₹ 3,61,392

Payable as per the Payments of Gratuity Act.



Bandhan Bank Limited

Head Office: Floors 12-14, Adventz Infinity@5, BN 5, Sector V, Salt Lake City, Kolkata - 700091 CIN: L67190WB2014PLC204622 | Phone: +91 33 6609 0909, 4045 6456 | Fax: +91 33 6609 0502 Email: info@bandhanbank.com | Website: www.bandhanbank.com

In addition to the above, you shall also be eligible for the following benefits as per the grade entitlement/s:

- 1. Mediclaim benefits
- 2. Group Term Life and Accident policy
- 3. Mobile bill reimbursement
- 4. Business Travel Allowances
- 5. You will be under probation for 'One Year' and on the basis of 'performance feedback' from your reporting manager, you shall be confirmed on satisfactory completion of the probation period.
- 6. During the course of your probation period, you will be posted at any of the Branch of Bandhan Bank. Your services are transferable and you can be seconded or deputed by the Company to any of its operations or operations of its associate companies in India or abroad. The Company further reserves the right to transfer your employment to any other company or legal entity, as part of any transfer of undertaking of the Company or as part of any restructuring or amalgamation or such other plan implemented by the Company or by which the Company is bound, on such terms and conditions as applicable to such plan.
- 7. You will be accountable for duties & responsibilities to **Divisional Manager** or to any such person in Company as may be indicated to you from time to time, with respect to the duties assigned to you.
- 8. While working, you shall act with utmost fidelity and shall not disclose or divulge any confidential information to third parties or make use of such information for your own benefit or otherwise howsoever.
- 9. You will be governed by the leave rules and other benefits as mentioned in the HR Policy.
- 10. During probation period, either party may terminate this appointment by giving the other one month notice in writing or one month salary in lieu of notice period.
- 11. During the employment with the organization, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties.
- 12. You will be governed by the Code of Conduct and Ethics, rules, regulations and other policies (together the "Company Policies") as enforced and as may be amended from time to time. The Bank reserves the right to vary the terms and conditions of service governing your appointment including your duties and responsibilities at any time.
- 13. You must abide by the rules and regulations of the Organization and any defamatory comments against the Organization or questionable behavior on your part will tantamount to termination of your services from the organization.
- 14. You shall be required to produce a medical fitness certificate at the time of joining. You have to get stipulated tests done, at your own expense and obtain a certificate from a registered medical practitioner and submit the same at the time of joining.

We would like to take the opportunity here of welcoming you to Bandhan and trust that your association and Involvement with the Organization will be beneficial and satisfying to both of us.

A duplicate copy of this letter should be signed and returned to us in acceptance of the terms and conditions Mentioned above.

Dilip Kumar Mitra
Head – Business HR Partner MB & Payroll Management

Agreed and Accepted:

(Candidate Name) (Candidate Signature)

Accenture Solutions Pvt.Ltd. Divyasree NSL Infra Pvt.Ltd - SEZ

Employee Permanent ID Card



Name : Shiva Sj

Designation : Associate

SI No/Location: 20069 /HDC3

Date Of issue : 01-Feb-2024

Valid Upto : 10-Jul-2027

Company Authority Authorised Officer

Scanned with CamScanner



NASA HARISH KUMAR INFX010994

Date of Joining 21.02.2022

Department Payment Posting

Emergency No. 9160651583

Bood Group B+ve

INFINX

INFINX SERVICES PVT LTD



The

Hening Point



SHAWARMA | CHINESE | BBQ | GRILL | BEVERAGES

SAI VIJAY GOUD

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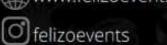




Sunny. Pk Event Manager +91 7793 921 376













Our Services:

- Birthday parties
- Weddings
- Catering
- Photography
- Decorations
- · Live Concerts & Music
- Sound & Lighting
- Corporate Events
- Sangeeth Parties
- Celebrity Management
- Craddle Ceremony
- · Games & Entertainment

We Are Excited To Meet You...



Date: November 8, 2021 Dear: Gouni Karthik

Sub: Letter of Intent

Congratulations! You have been selected by Genpact India Pvt. Ltd. ("the Company") as Process Associate.

You will be issued a letter of appointment upon meeting the pre requisites as mentioned below. Meanwhile, the Company is pleased to issue the following letter of intent.

Salient terms and conditions of your appointment with the Company are as follows.

- 1. Your annual Cost to Company (CTC) will be **INR 340,000.00.** Variable component is additional and is paid in addition to your CTC.
- 2. Applicability of Location specific allowances may vary according to location and/or the Company policy. Company may provide facilities in lieu of these allowances.
- 3. Your initial place of work will be India>Hyderabad>Hyderabad Uppal IN Office. However; the Company may transfer you to any location/process on a need basis.
- 4. Post consultation with you, the following has been agreed upon:

Date of Joining: November 15, 2021
Reporting Time: 9:00:00 AM

• Location: India>Hyderabad>Hyderabad Uppal IN - Office

Locations	On-boarding reporting time**	Genpact Office Address
NCR	10:30	Stellar 135 Building, Plot No 5 and 6, Sec-135, Noida, 201301, U.P., 7th Floor, On-boarding Room, Noida
HYD	10:00	Genpact, Security In Gate no 3, 14–45,IDA,opp NGRI, Habsiguda,Uppal,Hyd-500009
JPR	9:30	Genpact India, JLN Marg, Malviya Nagar, Jaipur (NHO Room)
BLR	9:00	Genpact, # 99, Surya Park, Electronic City, Bangalore 560100
KOL	10:00	Genpact India Unitech Hi Tech Structures Ltd. – IT/ITeS SEZ Building C1, 1st Floor Infospace Complex, DH 1, 2, 3 & 3/1, New Town Kolkata

5. If at the time of joining, your assigned place of work is different from your current location ("Relocation"), the Company Guest House can be availed by you. The Guest house can be availed for a maximum period of 15 calendar days. The Company shall, in lieu of the accommodation provided, make a monthly deduction of Rs.250 for a period of 24 months. Further, in case of termination of employment by either party, before such amount has been fully recovered by the Company, the Company shall deduct the balance amount from your full and final settlement."

Genpact India Private Limited CIN: U73100DL2005PTC307363

Regd. Off.: 12A (Ground Floor) Prakash Deep Building 7, Tolstoy Marg, New Delhi-110001



- 6. You shall be required to provide the Company all documents and information as set forth in Annexure I of this letter of Intent.
- 7. The Company operates 7 days a week, 24 hours a day. You will be expected to attend office as assigned to you by your supervisor in compliance with laws in force. As a Fulltime employee, you will be eligible for 2 weekly offs

(Any 2 days of the week, depending upon business needs). You may however be required to attend office on your off days if the business needs so demand. In such cases, you will be eligible for compensatory off according to the Company policy.

- 8. You will be entitled to leaves subject to prior approval of your supervisor/manager at the Company. Your leave entitlement and accumulation / carry–forward of leave and related aspects will be governed as per the existing Company Policy on the subject.
- 9. Please note you have agreed that you shall provide Genpact the Relieving Letter (if applicable) from our previous employer within 60 days from time of joining the company, failing which your employment with Genpact shall be terminated. Such termination will be without prejudice to the Company's right to proceed against you through legal means to recover any other amounts due from you to the Company.
- 10. The Company shall, at its discretion, conduct background, reference and medical checks including screens for substance use as per the Company policy and this offer is conditional upon the result of such checks. In the event the results of such background / reference checks or screens for substance use are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer at any time irrespective of the fact that you may have formally commenced your training/employment with the Company.
- 11. The appointment letter issued to you, will, inter alia, contain the following terms
 - A six month probation period during which either party may terminate the Agreement by giving 30 day notice or salary in lieu thereof. Your services at the end of probation period shall be treated as confirmed unless specifically extended by the Company in writing.
 - Absence for a continuous period of eight days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you, all expenses incurred with regard to any training and development, special education, upskilling or on the job training imparted by the Company or damages suffered by Company due to loss of billing.

- 12. This letter of intent is valid for November 22, 2021 from the date of issue unless otherwise specified. In case any terms or conditions are not met, this letter of intent will be considered automatically withdrawn without any obligation on part of the Company.
- 13. To be filled by the hiring team :Is availability of Valid passport is a precondition for employment Yes () No ()Kindly sign and Initial each page of this letter and return a copy in acceptance. We welcome you and wish you every success in your career with Genpact.

For Genpact India Pvt. Ltd.	Accepted and Agreed
Mr. Die	
Rajiv Khatri	Gouni Karthik

In case of any questions / clarifications regarding your appointment letter/joining/other queries, please contact Venkata Narasimha Rao Lingam between 11 am to 7 pm (Monday to Friday)

Assistant Vice President-HR

Genpact India Private Limited
CIN: U73100DL2005PTC307363
and Floor) Prakash Deep Building 7

Regd. Off.: 12A (Ground Floor) Prakash Deep Building 7, Tolstoy Marg, New Delhi–110001



Annexure I

Listed below are the mandatory documents (in photocopy) you are required to furnish at the time of joining.

- 1. Professional Relieving letter from previous employer (last employment) only.
- 2. If already a member of a provident fund (PF) scheme with previous employer, then;
 - a. Employer's name
 - b. Provident Fund account number from your previous employer
 - c. Universal account number provided by your previous employer
 - d. Employee Pension number provided by your previous employer

OR

- e. Date of joining & leaving from previous employer
- f. Copy of Passport in case of International Workers(it should contain Nationality, Passport number, Country of issue, Date of issue, Valid up to)
- 3. Below mentioned KYC (Know Your Customer) Documents
 - a. Copy of PAN
 - b. Copy of Aadhaar Card.
 - c. Signed Cancelled Cheque with your name printed on it (In case your name is not printed on the Cheque, please attach last 3 months bank statement along with the Cheque)
- 4. If your salary is less than or equal to the applicable limit mentioned in the ESI Act, 1948[1] you will need to enroll for ESIC (Employee State Insurance Corporation) which is a Govt. regulation therefore please carry;
 - a. 3 Post card size (4X7) photographs of yourself

Or

- b. If you would like your family covered Family group Photograph of immediate family (4X7, 3 Copies of the same photograph), only members in the photo will be covered, Photos should be clear and have only your immediate family who are your dependents.
- *Please check the company policy for the applicable limit
- 5. 4 recent Passport size Photograph
 - a. One for Genpact ID card
 - b. One for opening a new account if you do not have an one with ICICI/HDFC/Axis
 - c. Two for PAN card application if you do not have one



ANNEXURE - II COMPENSATION DETAILS

COMPENSATION DETAILS				
NAME	Gouni Karthik			
BAND	5A			
DESIGNATION	Process Associate			
LOCATION	India>Hyderabad>Hyderabad Uppal IN - Office			
COMPONENTS	AMOUNT (PER ANNUM)			
BASIC PAY	224,400.00			
EMPLOYER CONTRIBUTION TO PF	26,928.00			
HOUSING RENT ALLOWANCE	88,672.00			
FIXED PAY	340,000.00			
ANNUAL PERFORMANCE BONUS*(APB)	7200			
PERFORMANCE/PRODUCTION LINKED INCENTIVE(VIC)**	AMOUNT (PER ANNUM)			
Best Performer	48,000.00			
Average Performer	18,000.00			
Low Performer	0.00			
Total Earning Potential	Amount (Per Annum)			
Best Performer	395,200.00			
Average Performer	365,200.00			
Low Performer	347,200.00			
Benefits	Amount (Per Annum)			
Life Insurance	14,00,000.00			
Employee Deposit Linked Insurance Scheme(EDLIS)	As per Act			
Personal Accident/Disability Insurance (For Employee)	14,00,000.00			
Medical Insurance (For Employee)	100,000.00			
Interest Free Soft Loan (Post 6 Months)	10,000.00			
Out Patient Medical Facilities at Office	Free			

For Genpact India Pvt. Ltd.

Rajiv Khatri

Assistant Vice President-HR

Accepted and Agreed

Gouni Karthik

Genpact India Private Limited CIN: U73100DL2005PTC307363

Regd. Off.: 12A (Ground Floor) Prakash Deep Building 7,

Tolstoy Marg, New Delhi-110001



Company Contribution ESIC	As per Act
Gratuity	10,788.00
Other Attractions	
Parichay (Employee Referral Scheme)	As Per Scheme
Rewards & Recognition	As Per Performance
Education@Work : Professional Advancement Programs	As Per Scheme
Concierge Services	Subsidized Rates

Notes:

- * The APB amount mentioned above reflects indicative average payouts for your band. The eligibility for APB will depend on the performance of Genpact and your performance as per the company policy and the Performance Management System (For example, employees who are rated as "Least Effective" are not eligible for APB). An eligible employee will be paid APB at fixed rates in March/ April for the preceding calendar year (January December) and the same will be prorated based on the date of joining.
- **Performance Linked Incentive mentioned above is an indicative average amount possible for the said performance level. Eligibility for such incentives, actual amount and payout timelines may vary with business/Process. For Employees who are not on Performance Linked Incentive Plan (VIC), the Company will pay a different Annual Performance Bonus (APB) In such cases; Annual Performance Bonus potential is similar to the indicative Average Performance Linked Incentives as mentioned in table above.
 - The aggregate of all bonus payouts paid to you during an accounting year including APB, VIC (if any) and other bonus payouts (if any) shall be in lieu of profit based bonus (if any) payable to you for such accounting year under Section 31A of the Payment of Bonus Act. 1961 ("PBA") (if applicable).
 - In the event that the PBA is applicable to you and the aggregate of APB, VIC (if any) and any other bonus payout made to you during the year is less than the stipulated payout mentioned in the PBA, for such accounting year, Genpact will pay you the difference at a later date. You are not entitled to any bonus payout other than those mentioned above, either under applicable laws or as per your employment terms with Genpact. All amounts payable to you will be after deduction of applicable taxes.
 - Genpact provides the maternity benefits as per the Maternity Benefits Act, 1961, to all its eligible female employees. Basis the applicability of the Act and eligibility, you shall receive paid maternity leave, entitlements and other benefits available under the Acts and the Rules, therein, as more specifically mentioned in the Policies of the Company.
 - Genpact reviews its compensation structure and policies from time to time. The compensation structure and benefits offered to you in this letter are subject to change and the same will be communicated to you at the joining date or at a later date when such change becomes applicable.
 - Any employee deduction will be governed by applicable laws and prevalent company policy, and will be subject to change.



Dear Gouni Karthik,

Welcome to Genpact!

This letter is in furtherance to your Offer Letter / LOI / Appointment Letter dated November 8, 2021

In order to make your on-boarding to Genpact seamless and compliant with the various laws related to Provident Fund (PF) and Employees' State Insurance (ESIC), it is mandatory for you to submit the below mentioned documents and details before/on your joining date:

- Copy of recently downloaded E-Aadhaar Card
- Copy of confirmation screenshot of KYC verification on Aadhaar from the member portal*
- Copy of self-attested cancelled cheque (**if you are eligible for ESIC enrolment as per government norms)
- Copy of E-Aadhaar card for dependents and nominees for ESIC
- Insured Person number (**IP number) of any existing ESIC account where you are enrolled, in case you were eligible for ESIC benefit in your previous organization.
- Active Mobile number

**The ESI section are applicable only for the employees whose CTC is not exceeding beyond 2.6 lakhs which does not include overtime, bonus, leave encashment are liable to avail this scheme. if your CTC is more than 2.6 lakhs. you may ignore the same.

The above documents/details are required and shall be obtained, stored and processed by Genpact strictly on a need to know basis as required for statutory requirements pertaining to compensation and benefits. Your records and information will be kept secure and handled strictly in accordance with the Genpact Data Privacy Policy.

We would encourage you to refer to the Standard Operating Procedure (SOP) attached here with, for help and guidance in procuring the above documents/details. Click Here

Wishing you all the best!

Note: Failure to furnish the above-mentioned documents and details at the time of joining might lead to delay in your joining date

Please sign and return a copy of this letter to confirm your understanding and agreement to the requirements of your onboarding as stated above, which are in addition to those as may be provided in your Offer Letter / LOI / Appointment Letter and other communications from time to time.

Regards, Genpact Hiring Team Accepted and Agreed

Gouni Karthik Genpact India Private Limited CIN: U73100DL2005PTC307363

Regd. Off.: 12A (Ground Floor) Prakash Deep Building 7, Tolstoy Marg, New Delhi-110001

^{*} SOPs to facilitate e-KYC confirmation from the member portal have been attached with this communication.



TATA CONSULTANCY SERVICES



GADDAMPALLI GADDAMPALLI

Card No 255393 Associate No 1838423

Tata Consultancy Services Ltd.

TCS House Rave line Street, Fort Mumbai 400001, India



Aparna Constructions And Estates Pvt. Ltd.



CIN: U70109TG1996PTC025330

1-Apr-2024

SERVICE CERTIFICATE

Employee Code

: 2046

Employee Name

: Ajith Kumar Pesaru

Department

Sales & Marketing

Function

: Client Relationship

Date of Joining

: 03-05-2021

Designation at the time of Joining

: Trainee Executive - Sales Administration

Salary at the time of Joining

: ₹16,000

Date of Leaving

: 16-02-2024

: Executive - Client Relationship

Salary at the time of Leaving

Designation at the time of Leaving

: ₹26,000

Reason for Leaving

: Better Prospects

Conduct

: Good

For Aparna Constructions and Estates Pvt. Ltd.

M Sadguna Reddy

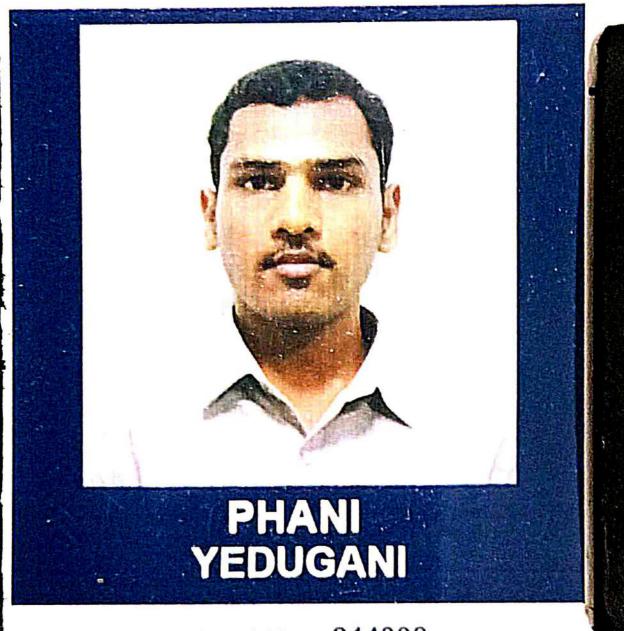
Head - Human Resources







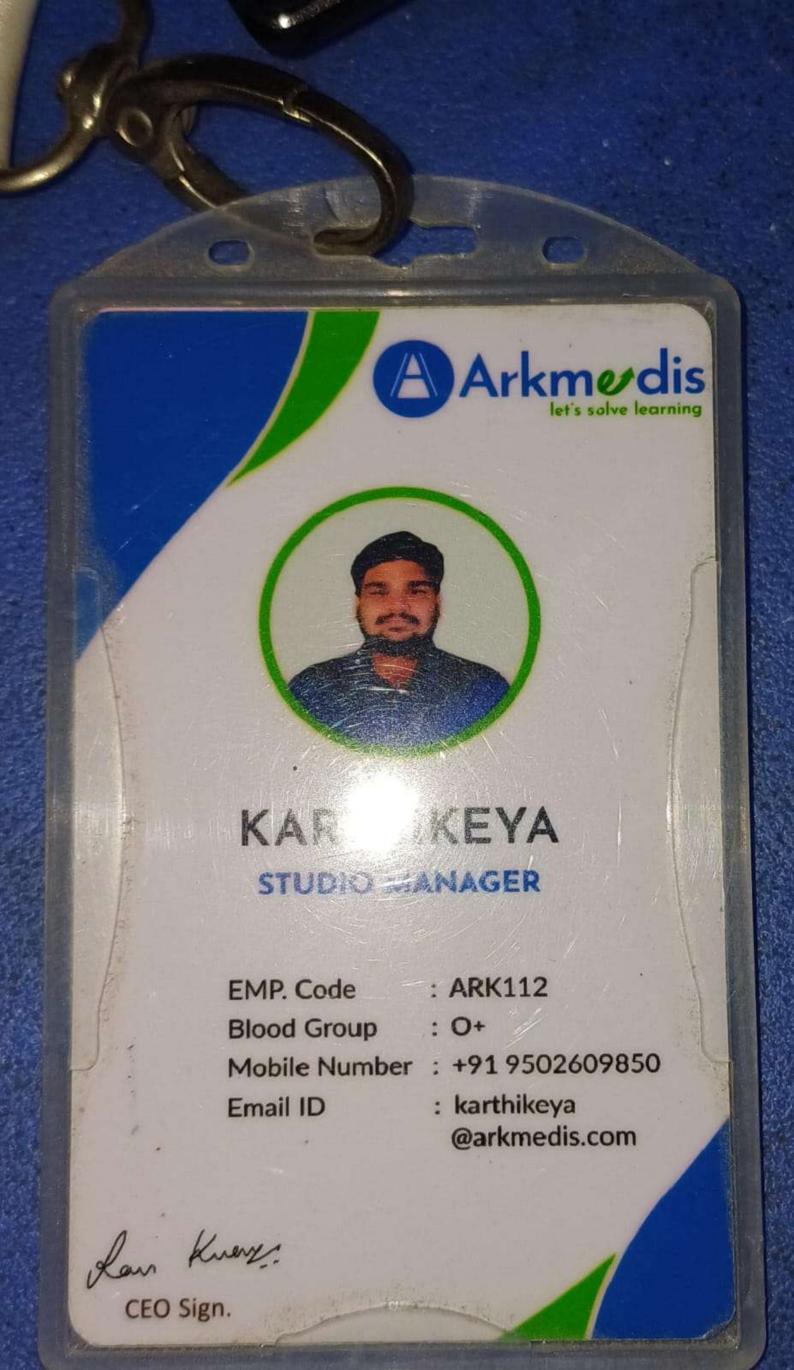
TATA CONSULTANCY SERVICES



Card No 244998 Associate No 1837954

Tata Consultancy Services Ltd.

TCS House Rave line Street, Fort Mumbai 400001, India









TELANGANA GRAMEENA BANK (SPONSORED BY STATE BANK OF INDIA

IDENTITY CARD



BODA SRAVANI Officer, JMGS - I Date of Issue : 06-05-2022

CARD HOLDER SIGNATURE

AUTHORISED SIGNATORY

H.O.2-1-520. 2nd Floor, Vijaya Sri Sai Celestia, St. No. 9. Shankermutti Rd, Nallakunta, Hyderabad, Telangana - 500 044.

Ph: 040-27602091

MSNU



Bureddy Prashanth Reddy Emp. ID: 30853

epartment : Production

ood Group : A+ve

Authorized Signatory





BORN FROM TELECOM. GEARED FOR INNOVATION.



GOUNI INDU GOUD

JUNIOR DEVELOPER
EMP CODE: 2083



Date: May 23, 2024

TO WHOM IT MAY CONCERN

This is to inform you that Pathuri Jhansi Goud is employed with ADCI HYD 13 SEZ, Hyderabad since May 17, 2021. Pathuri Jhansi currently holds the position of SPS Account Manager. The residential address as per our record is as follows:

H.no- 1-127, turkayamjal village, Abdullapurmet Mandal,Ranga Reddy district Hyderabad, , 501510 IND

This certificate is issued at the request of the employee without any risk or liability on the part of the organization or its authorized signatories to enable employee to produce this letter as employment/address proof for Employment proof.

For ADCI HYD 13 SEZ

Shamil Srinivasan

Human Resources



keka

Name

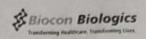
Department

Mobile Number:

Location

83093000

: Myderabad



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(Normally Insum as Bioma Business India Limited)
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RELIEVING & EXPERIENCE LETTER

Ref: BBL/HRD/RL&EXP-LTR/10104776

Date: Jun 2, 2023

TO WHOMSOEVER IT MAY CONCERN

This is to certify that VAMSI RAGHAVA SALAGRAMA, employed since 02 March 2022, currently designated as EXECUTIVE - BIOSIMILARS PRODUCTION UPSTREAM B4, tendered resignation on his own accord and is relieved from the services of the company, from the closing hours of 02 June 2023.

During his stay in the Company, we found him to be hardworking, diligent and sincere in his job.

We wish him all the best in his future endeavours.

With warm regards,

Santhosh Digitally signed by Santhosh Murthy R Date: 2023.05.29 20:31:02 +05'30' SANTHOSH MURTHY R

ASSOCIATE DIRECTOR - HUMAN RESOURCES



Welcome to Wells Fargo!

WellsFargo_EGS < WellsFargoEGS@wellsfargo.com>

To: linga.nithinkumar@gmail.com

Cc: Anil.kumar.Balamangan@wellsfargo.com, WellsFargoEGS@wellsfargo.com

Fri, Oct 2, 2020 at 6:32 AM

Wells Fargo

Wells Fargo India



Welcome to Wells Fargo!

Dear NITHIN KUMAR LINGA,

We are happy to welcome you as a part of Wells Fargo India .

During these challenging times, we appreciate your support by completing all your documentation last week.

We are glad to confirm your **Start date** is **Monday**, **October 5**, **2020** and you are officially onboarded as a new team member with Wells Fargo India.

Your **Induction session** will be online via Zoom meetings. The meeting login details will be sent to you shortly in a different mail.

Action Required: Please 'reply all' with a line of acknowledgement confirming your start date, within two days of receiving this mail.

Your **Manager** will be connecting with you to share the next steps and inform your date of in-person reporting at our office location.

If you have any questions regarding your onboarding formalities, please get in touch with EGSIndiaHRSD@wellsfargo.com. On any other questions, please do not hesitate to contact your Recruiter (Balamangan, Anil Kumar & +91-7337351084).

We wish you a successful start at Wells Fargo!

Regards,

India Human Resources



This message may contain confidential and/or privileged information. If you are not the addressee or authorized to receive this for the addressee, you must not use, copy, disclose, or take any action based on this message or any information herein. If you have received



Level 2, B-119, Sector 2, Noida, Gautam Buddha Nagar UP 201301, India info@ensetu.com | www.ensetu.com

Date: 30th March 2023

To, John Brainard

Dear John,

Following our recent discussions, we are delighted to extend an offer of employment to you with our Organization. We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As a member of Ensetu team, we would ask for your commitment to deliver outstanding quality and results that exceed our expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Ensetu.

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

Designation	SAP Consultant
Date of Joining	10 th April 2023
Location of Work	Bangalore

Remuneration Package

CTC (Per Annum)	700,000
Basic	350,000
HRA	140,000
LTA	35,000
Other Allowances	130,408
PF Employer	44,592

All figures in rupees

Employee Benefits:

- 1. Medical Insurance: For you and your family (spouse and up to two children)
- Local Business Conveyance allowance to be reimbursed, as per company policy (travel to the work location/office is not included).
- 3. Official phone bills will be reimbursed as per company policy.

Probation Period

From the date of your joining the organization you will be under probation period of 3 months during which your performance will be monitored closely. Your performance will be reviewed every month and after second month or before the end of the probation period, the decision will be taken to confirm/terminate your services with the organization.

In case if the organization does not communicate about extension or termination before the expiry of probation period, then you are deemed to be confirmed and is in permanent roles of the organization.

A period of 7 days' notice will be given in case of non-confirmation. In case for any reason, you may decide to leave the organization 15 days' notice is required from you.

Ensetu Solutions Private Limited



Level 2, B-119, Sector 2, Noida, Gautam Buddha Nagar UP 201301, India info@ensetu.com | www.ensetu.com

Hours of Work

We follow flexible working hours from Monday - Friday with weekly off on Saturday and Sunday (Depending upon work).

Leave/Holidays

You shall be entitled to 21 Casual days of leave for a calendar year. These leaves are over and above the official holidays as declared.

Notice Period

Post probation, either party can terminate employment on 1 months' notice.

Confidentiality

As an employee of Ensetu you will have access to certain organization confidential information and you may, during the course of your employment, develop certain information or inventions, which will become the property of Ensetu, or its parent or subsidiary organizations, or that of its customers or partners. You will need to sign the organization's standard "Employment Agreement" as a condition of your employment. We wish to impress upon you that you will not bring with you any confidential proprietary material of any former or to violate any other obligation to your former employers. Also, you represent that you are not subject to any restrictions that prevent you from working for Ensetu.

We look forward to your becoming a part of the Ensetu team. I am confident that we will enjoy working together and will build Ensetu into a global organization that is a great place to work in and have fun too.

Please confirm your acceptance of this offer by returning a signed copy. This offer is valid till 3 days after the issue date.

Ensetu looks forward to bringing you on board! If you have any questions, please feel free to reach out to us at hr@ensetu.com and we'll be more than happy to help you.

Welcome aboard!

Sincerely,

Soumya De

Director-SAP Business.





Date: January 27, 2022 Parlapalli Abhinav Hyderabad Hyderabad

Dear Parlapalli

Sub: Appointment letter

We are pleased to offer you an appointment with Genpact ("Company") as Associate under the following terms and conditions:

TERMS AND CONDITIONS

- 1. Your annual Cost to Company (CTC) will be as indicated in Annexure II attached herewith.
- Your initial place of work will be India>Bangalore>Bangalore Surya Park IN Office. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any of its associated or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.
- 3. if at the time of joining, your assigned place of work is different from your current location ("Relocation"), the Company Guest House can be availed by you. The guest house can be availed for a period of 15days. The Company shall, in lieu of the accommodation provided, make a monthly deduction of Rs. 250 for a period of 24 Months. Further, incase of termination of employment by either party, before such amount has been fully recovered by the Company, the Company shall deduct the balance amount from your full and final settlement.
- 4. The Company will be working 7 days a week, twenty-four hours a day. You will be expected to attend office except while traveling on business as assigned to you by your supervisors and as per applicable laws in force. Weekly off will be governed as per applicable regulations & Company policies.
- 5. You shall be required to provide the Company all documents and information as set forth in Annexure I of this appointment letter.
- 6. You will be entitled to leaves subject to prior approval of your supervisor/manager at the Company. Your leave entitlement and accumulation / carry-forward of leave and related aspects will be governed as per the existing Company Policy- on the subject.
- 7. You will be on probation for six months from the date of joining, which may be extended by the Company at its discretion. Your services at the end of the Probation period shall be treated as confirmed, unless specifically extended by the company in writing. During the probation period, either party may terminate this contract by giving 60 (Sixty) days' notice in writing in the manner referred to in clause 9 or payment of 60 days salary in lieu thereof. If you chose not to serve the notice period, if applicable, the Company also reserves the right to recover from you all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to notice pay. However the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.

Genpact India Private Limited CIN: U73100DL2005PTC307363

Regd. Off.: 12A (Ground Floor) Prakash Deep Building 7,

Tolstoy Marg, New Delhi-110001





ONE West Building, Survey NO. 88/AA and 88/E, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008 Ph: +91 40 6757 0000

adp.com

07 December, 2021

Ms. Neeraja Padakanti H No 8-6-31, NA, Hasmathpet, Near Akhila Enclave, Hyderabad 500011.

Dear Neeraja,

Congratulations! Subsequent to the discussions we had with you, we are pleased to extend an offer for you to be a part of ADP. Please find the offer details below:

Position: Sr. Process Associate

Grade: G1 L2

Start date: On or Before 10 January, 2022

Compensation: Gross Compensation of INR 430,013 (Rupees Four Lakhs Thirty Thousand and Thirteen

Only) per year including variable performance incentive linked to your performance,

performance of your business unit and ADP.

Probation & You will be on probation for a period of six months from the date of your joining. During

Notice Period: this period, you will be entitled to all benefits as per ADP's policy & your employment with the Company is terminable by serving a notice of sixty days on either side. On successful

completion of probation period, the notice period would be ninety days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-

performance and elimination of the position per ADP's business needs.

Place of work: Your initial place of work will be Hyderabad. However, your services are transferable and

you may be assigned, to any location in India or abroad where the Company or any one of

its associates or customers, conducts business.

<u>Note</u>: Please find the details of the terms and conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

Vipul Singh (Divisional Vice President & Head of HR)

Associate Signature: 🐧



ONE West Building, Survey NO. 88/AA and 88/E, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008 Ph: +91 40 6757 0000

adp.com

Details of Compensation

Name : Neeraja Padakanti

Position : Sr.Process Associate

Grade : G1 L2

A. Base Salary	Monthly (INR)*	Annual (INR)*
Basic Salary	16,000	192,000
House Rent Allowance	6,905	82,860
Flexible Benefits**	3,200	38,400
B. Bonus (20% of Basic Salary Paid Monthly)	3,200	38,400
C. Standard Benefits		
Provident Fund***	1,920	23,040
Gratuity	770	9,240
Gross Compensation (A+B+C)	31,995	383,940

Variable Performance Incentive (VPI)# (will range	0%	100%	175%
from 0% to 175% based on performance)	0	46,073	80,627
Total CTC (Gross + VPI)##	430,013		

^{*} Indian Rupees

Tax will be applicable as per Tax Slab & Tax Regulations

Associate Signature:

^{**} Flexible Benefits include Leave Travel Allowance and Children Education Allowance

^{***} PF will be deducted as per the statutory norms

[#] These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

^{##} Total CTC is computed at 100% VPI payout



ONE West Building, Survey NO. 88/AA and 88/E, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008 Ph: +91 40 6757 0000

adp.com

Terms and Conditions

1. Working Hours

The organization works 7 days a week, twenty-four hours a day. You will be expected to attend office and work during the hours assigned to you by your leaders which may include night shifts. You will be required to work 5 days a week and your weekly off may not necessarily be on Saturday and Sunday.

2. Confidentiality

You will be required to execute a confidentiality agreement at the time of joining, regarding your employment and the business matters of the organization.

3. Authenticity

Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the organization reserves the right to immediately terminate your services.

4. Documents

Our offer is subject to the completion of separation formalities at your previous employer. At the time of joining the organization, you are required to produce a copy of the relieving letter (if you have previous work experience) from your last employer

5. Permanent Account Number (PAN)

Permanent Account Number (PAN) is mandatory under Income Tax Act for processing salaries. In the absence of PAN, TDS would be deducted as per the applicable slab rate of Income Tax.

6. Statutory Benefits

Provident Fund: Provident Fund will be deducted from your salary as per EPF Act. The organization will also contribute a matching amount towards your Provident Fund. The PF related components of the compensation would be governed by the relevant statutory laws as may be applicable from time to time.

Gratuity: The Gratuity is paid to the associates as per the Gratuity Act, 1972 and would be governed by the relevant statutory laws as may be applicable from time to time.

7. Statutory Compliance

Income Tax and Profession Tax or any other payments will be deducted from your salary, as applicable as per statutory laws.

8. Flexible Benefits

The Flexible Benefit is a key component in your Gross Yearly Compensation. It allows you the flexibility to claim tax exemption benefit, as per Income Tax norms / rules in practice for the given financial year.

Associate Signature:



ONE West Building, Survey NO. 88/AA and 88/E, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500008 Ph: +91 40 6757 0000

adp.com

9. Health Insurance

You and your dependents will be covered as per the existing Mediclaim Insurance Policy provided by the organization.

10. Personal Accident Insurance

You will be covered as per the existing Group Personal Accident Insurance Plan provided by the organization.

11. Leave

You are eligible for Privilege Leaves and Casual Leaves as per the organization policy. You are also entitled to avail the Public Holidays as per the organization policy. Leave should be taken, as mutually agreed between you and the Reporting Manager.

For those members who joined the organization after January 1st, Leave entitlement for the period between your Start date and 31st of December will be allocated on a pro rata basis.

12. Variable Performance Incentive

You will be eligible for variable performance incentive based on your performance, performance of your business unit & ADP. This incentive will be paid as a one-time amount every year as per the organization's variable performance incentive payment cycle. In case the period of employment is less than one year at the time of bonus cycle, the amount will be computed on a pro-rata basis.

13. Maternity Benefit

Women associates would be eligible to avail maternity related benefits per prevailing statute and relevant organizational guidelines applicable from time to time.

14. Drug Test

You will be required to undergo a drug test with the organization on the day of induction. If tested positive for any of the banned & illegal drugs as per the organization policy, it would result in action leading up to termination.

15. Background Checks / Advanced Background Checks

In accordance with our policy, this offer is conditioned upon your successful completion of a background check. Because this is a conditional offer of employment, you should not give notice to your present employer, sell real estate, or incur any other expense associated with acceptance of employment until you receive confirmation that you have successfully satisfied the preconditions of employment. This process is generally completed within 3 weeks, however the process may take longer. Background checks may include, without limitation, address verification, criminal screening, educational and employment verification, and reference checks. Additionally, ADP may require Advanced Background Checks which screen for longer periods of time and involve additional jurisdictions. This offer is subject to the authenticity of any information and documentation in connection with background screening provided by you or otherwise obtained by ADP before, during or after the offer is communicated to you. In the event any information provided by you or otherwise obtained by ADP for background screening is proven to be false, misleading, or otherwise unsatisfactory to ADP in its sole discretion, ADP reserves the right to immediately rescind this offer and/or terminate your employment, if applicable, at any time.

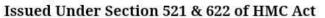
Associate Signature: 🗽





GREATER HYDERABAD MUNICIPAL CORPORATION

Trade License





Date: ,

Renewal Trade License given to Sri. , to carry on the Trade/Operation of at premises No: videTIN NO: , under the provision of relevant sections of HMC Act 1955, in conformity with terms and conditions setforth in relevant bye-laws, and subject to the factuality of the particulars furnished in the application / self assessment form / undertaking / documents and subject to the revision and fixing of License fee as per future verification of Yard stick parameter.

License Fee Rs: Telangana Green Fund Rs: ,Garbage charges Rs. ,Arrears Rs.,Arrears Penality Rs.,Cheque Bounced Penality Rs. and Advance Rs. ,Fines Rs. , ,Total Amount Rs. Paid on Dt ,pay mode. , for running New Trade for the financial year

The trader shall fulfill the following conditions, otherwise trade license is deemed to be cancelled:-

- 1. This Renewal Trade License is deemed to be suspended / cancelled if any of the applicable terms and conditions are found to have been contravened or any situation arises out of this trade so as to cause nuisance / damage / harm to property or health of the public or if documents / grounds furnished in the application are found to be false and un-true or if there is a change in GHMC policy of Licensing.
- 2. In case of eating establishments, the conditions attached herewith are to be followed.
- 3. This License is invalid if the building structure is un-authorized or used for running the business in other than zones prescribed or effected in the road widening or not fulfilling the provisions or rules of the GHMC Act, and the License is to deemed to be cancelled.
- 4. This license is only for **TRADE PURPOSE**. It does not confer any power of permission for either temporary or permanent exemption from the provisions of any other section of HMC Act bye-laws or rules in force. Mere payment of License fee will not entitle an applicant to the grant of License and such payment shall not be construed as if license has been granted.
- 5. This Certificate does not confer waiver of arrears or penalties if any applicable.

(Issued as per delegation of powers Under Section 119 of HMC Act 1955)

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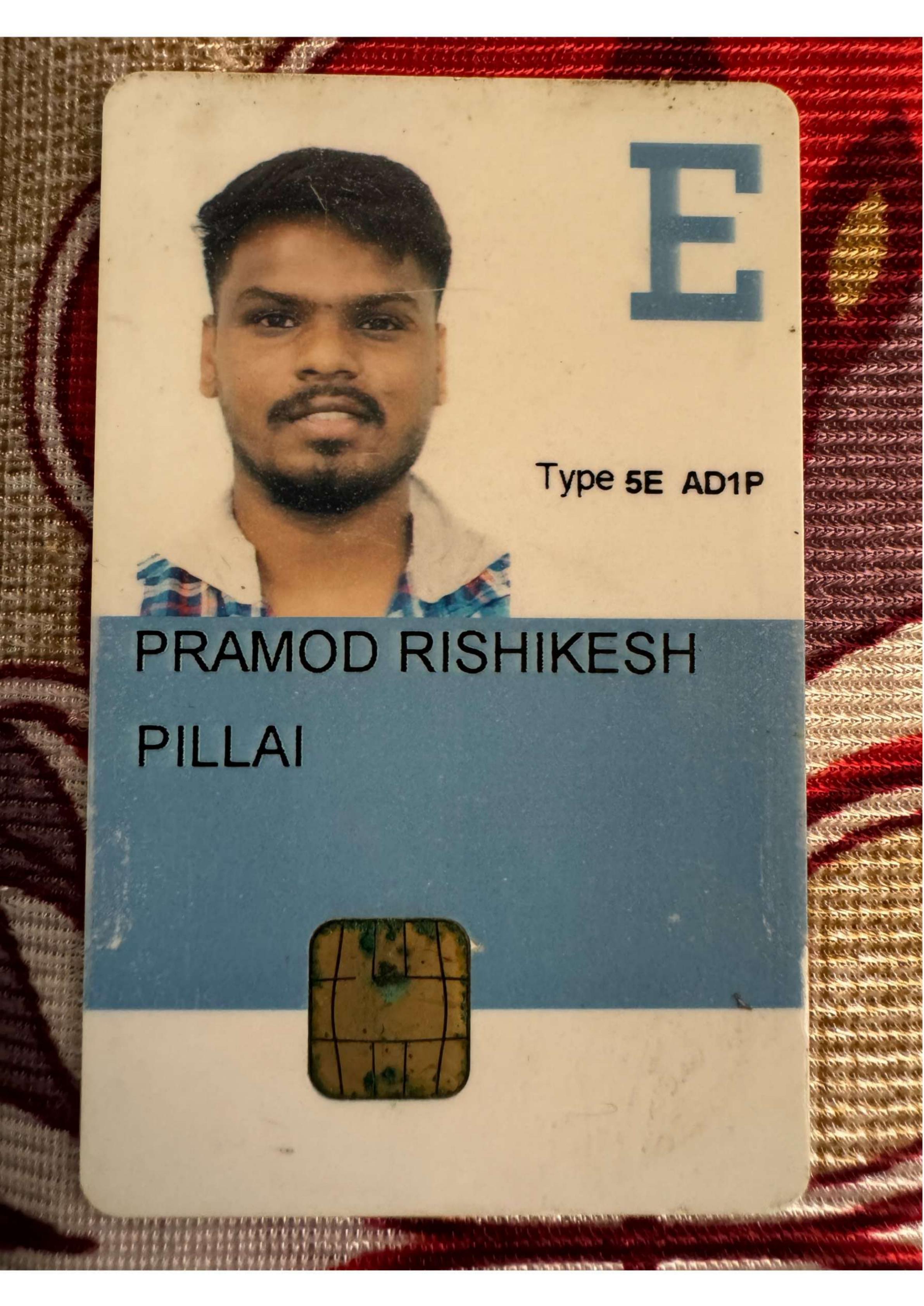
Date: ,

Circle:

(Name of Licensing Authority) for Commissioner GHMC, Hyderabad.

Note:1) This is auto generated certificate and doesn't require any signature
2) This Certificate is valid till 31st December Label





Wells Fargo International Solutions Private Ltd

Divyasree NSL Infrastructure Pvt. Ltd., (SEZ), Building B8, Orion IT/ITES SEZ, Survey No.66/1, Raidurgam Village, Serilingampalli Mandal, Hyderabad, Telangana, 500032

PERMANENT IDENTITY CARD

(See Rule 70)

Serial No: SEZ-3/22/02964

1. Name: Pramod Rishikesh Pillai

2. Designation: Employee

3. Emp ID No : 1964062

4.LOA start date: 25-Feb-23 End date: 27-Feb-25

RV Subramaniam.

Wells Fargo Authorised Signatory

Signature of SEZ Officer



11 January, 2019

Sahithi Cherabuddi FLAT NO:401, Hyderabad~Krishnaveni Residency, Hyderabad 500017

Dear Sahithi.

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

Position: Process Associate

Grade: G1 L1

Date of Joining: On or Before 12 Aug, 2019

Compensation: Gross Compensation of Rs.225,000/- (Rupees Two Lakh and Twenty Five

Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached).

Probation & Notice Period:

You will be on probation for a period of six months from the date of your joining, during this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

Place of work:

Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

Vipul Singh

(Vice President & Head HR)



Ref No: 26194811 31-Aug-2023

Prashanth Appala Yadav



Dear Prashanth,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Data** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be **Hyderabad**.

Your annual total compensation will be **INR 220,001**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **04-Sep-2023**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards.

For Cognizant Technology Solutions India Private Limited ("Cognizant"),

Shibu Balakrishnan AVP – HR

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

Signature: Date:



Compensation and Benefits

Name: Prashanth Appala Yadav Designation: Process Executive - Data

SI. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1471.428571	17,657
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5294	63,528
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	468	5,616
	Annual Gross Compensation		220,001
	Annual Total Compensation		220,001
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		239,501

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

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

• From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave 18 days
- Sick Leave 12 days
- Casual Leave 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI

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Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout.

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

* Flexible Benefit Plan:

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

- 1. Choose from an array of allowance or benefits
- 2. Redefine your salary structure within prescribed guidelines
- 3. Optimize your earnings

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act

Note:

AND

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of 31-Aug-2023 between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant," which shall, unless counter to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

Prashanth	Appala	Yadav,	(Age)	residing,	at



______(hereinafter referred to as "you," "your" or "yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and

"yourself," which shall, unless counter to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party."

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a) You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honor and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b) Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c) You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirements. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.



4. Confidentiality

- a) During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties (with which the Company has any dealings), which are private, business sensitive, confidential and/or proprietary (together, "Confidential Information"). You are obliged to keep this Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b) Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such a breach. The obligations imposed upon you under this clause 4 will survive even after cessation of your employment with the Company.
- c) You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d) You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients
- e) You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, suppliers or any third parties.
- f) You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g) The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a) you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b) you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c) you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d) you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e) you acknowledge and agree that the Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule



- a) The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be communicated to you.
- b) The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in accordance with any applicable laws currently in place. Any changes to be made to the above work timing or days shall be made by the Company at its sole discretion and notified to you in advance.
- c) The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. Shift timing may change from time to time as per any Company policy, and will be communicated to you in advance.
- d) Your working hours shall be monitored by the Company through appropriate systems and processes, as updated from time to time. You are expected to comply with these processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference checks in line with Company policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to a satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, if your background verification report is found to be unfavorable or unsuccessful after you join the Company, the Company reserves the right to terminate your employment.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and that are not specifically mentioned in this Agreement. The applicable rules/processes/procedures/policies are available on the Company's intranet and you are expected to go through them carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines or processes, please reach out to your HR talent manager. It is your responsibility stay informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

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During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity (ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;
- c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and
- d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to client needs, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/training and up-skilling opportunities. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.



13. Unauthorized Absence

If you are absent from work for a continuous period of three (3) days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period.

You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from employment with the Company, the Company may at its sole discretion allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

- b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:
- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, embezzlement, misappropriation, misuse or causing damage to the Company's assets/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct regarded by the Company as prejudicial to its own interests or to the interests of its client

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation/International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 4, 5, 9 and 11 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.



18. Dispute Resolution and Governing law

The Parties shall make our best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by the Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without the Company's prior written consent, and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of the Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof. You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant ⁻	Technology	Solutions	India	Private I	Limited
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Prashanth Appala Yadav

Shibu Balakrishnan

AVP – HR

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

Signature: Date:



HRD/COV/1004091136/22-23

Mr. Anish Reddy Mankena No.7-52/A, Mallisettyguda, Ibrahimpatnam, Ranga Reddy, Hyderabad-501510 India

Ph: +91-9703894642

Dear Anish Reddy,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO EVP and Head Human Resources - Infosys Limited

> INFOSYS LIMITED Survey No. 210, Manikonda Village, Lingampally Rangareddy (Dist) Hyderabad - 500 019

Corporate Office:
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com



HRD/1004091136/22-23

July 8, 2022

Mr. Anish Reddy Mankena No.7-52/A, Mallisettyguda, Ibrahimpatnam, Ranga Reddy, Hyderabad-501510 India

Ph: +91-9703894642

Dear Anish Reddy,

Congratulations! We are delighted to make you an offer as **Associate Business Analyst** and your role is **Associate Business Analyst** .

Here are the terms and conditions of our offer:

Joining Date

Your scheduled date of employment with us will be July 28, 2022.

Location

Your location for employment is HYDERABAD, Survey No. 210, Manikonda Village, Lingampally Rangareddy (Dist) Hyderabad - 500 019.

You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

The Company at its sole discretion permits you to work remotely from within the territory of India till further notice. The Company does not expect you to work from office for the foreseeable future. You may continue to work remotely unless there are business requirements, including changes in the applicable law, in which case, you will be provided 60 calendar days' notice to return to office. The cost of your travel and stay will be determined in accordance with applicable Company policies. As such, should you be asked to return to work, you agree that it will not be considered a modification to your working conditions. You and the Company agree that your performance will be under constant review to assess the opportunity to continue rendering your services remotely.

INFOSYS LIMITED Survey No. 210, Manikonda Village, Lingampally Rangareddy (Dist) Hyderabad - 500 019 Corporate Office:
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com



Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."

Probation and Confirmation

You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee of Infosys Limited. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet at Annexure - III.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of leave annually, during probation. On confirmation, you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Compensation and Benefits

Salary

Your Total Gross Salary will be **INR 52,501** per month. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I.

Sign-on Bonus

You will receive a Sign-on Bonus of **INR 75,000**. The Sign-on Bonus will be paid to you during the first payroll month with the company. The Bonus is an unvested wage advance upon receipt that you would have earned in its entirety by remaining employed with Infosys for 12 months following your first day of work. You will be required to sign the Sign-On Bonus Agreement which is an annexure to this agreement.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at **20%** of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2022-23 will be as follows:



95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - III for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of INR~6,200,000 of which INR~3,200,000 is covered towards natural death, and INR~3,000,000 towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of INR~250 and fixed monthly contribution of INR~250.

The details of the Scheme would be available to you when you join the Company.

Notice period

You will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".



If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet sparsh. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure II).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.



If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO

EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:	, 20
Sign your name	
Print your name	

Enclosures: Non-Compete Agreement (Annexure II)

Information Sheet (Annexure III)



ANNEXURE - I

	COMPENSATION DETAILS (All figures in INR per month)			
NAME				
ROLE	Associate Business Analyst	Associate Business Analyst		
ROLE DESIGNATION	Associate Business Analyst			
1. MONTHLY COMPONE	NTS			
BASIC SALARY		26,260		
BASKET OF ALLOWANCES		16,575		
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)		4,989		
MONTHLY GROSS SALARY		47,824		
2. ANNUAL COMPONENT	T			
BONUS / EX-GRATIA - (Bathe advance (95%) paid out o	263			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary		3,151		
GRATUITY - 4.81% of Basic Salary*		1,263		
FIXED GROSS SALARY (1+2+3)	52,501		
TOTAL GROSS SALARY		52,501		

OTHER BENEFITS					
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)	
	Thirty Thousand (with security)				
SOFT LOAN	Twenty Thousand (without security)	@5%	24	Nil	
SALARY LOAN	One Month's Gross Salary /Fifteen Thousand (Whichever is higher)	Nil	12	Nil	

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

^{*}The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



Annexure - II

Non Compete agreement

I.	•	do hereby	acknowledge	and cor	nfirm the	following:-

- (1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.
- (2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a "Customer").
- (3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:
- a. accept any offer of employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;

b. accept any offer of employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.

For the purposes of this Non-Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

- i. Tata Consultancy Services Limited
- ii. Accenture Limited
- iii. International Business Machines Corporation
- iv. Cognizant Technology Solutions Corporation
- v. Wipro Limited

Place: Employee Signature:

Date: Employee Name : Mr. Anish Reddy Mankena

Acknowledged by Infosys Limited:



a system generated digitally signed Registration Certificate issued based on the approval of application granted on 09/08/2020 isdictional authority.



LETTER OF INTENT

Date: 09/JAN/2019
Name: P. VASUDHA

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of Customer Service Associate on a Fixed Term Employment for term less than 12 months at Hyderabad facility of Amazon Development Center India Pvt. Ltd. (the "Company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period and the same is accepted by you. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 294, 750/ per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per the Company's policies.

You are hereby notified that you are not employed in the absence of your accepting the Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein as the same is merely indicative.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above, along with the documents aforementioned. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your functions and duties towards the Company upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to call us on 7799882820.

Yours sincerely,

For AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD

Vaibava Kamalasanan Sr Manager, Recruitment

I accept the terms set forth in this letter:

ACCEPTANCE OF LOI

	/			
			> =	
Signature		— Date		

Laxmi Infobahn Private Limited, IT/ITES SEZ, Floor 3rd, 4th, 5th, 6th & 7th in Tower-1, Survey No 107-(P), Kokapet Village, Gandipet Mandal, Ranaga Reddy District, Hyderabad-500075. Telangana. CIN-U72200KA2004FTC034233





TALENT

GROUPS

Osceola Staffing, Pvt Ltd



Akkaladevi Venkatesh

Technical Recruiter
US Staffing
202110

Corporate Office:

3-6-199, 6th Floor, West Side Building, Beside Minerva Coffee Shop, Himayathnagar. Hyderabad, Telangana, 500029.

Ph: +91 40 45 560 666/67



SAMPATH KUMAR S 829608

Cognizant



Name : KUKUTLAPALLI NIKHIL

Employee ID: IDO11422

Designation: TEAM LEADER

Project : COLGATE

Location : HYDERABAD

Contact : 9505000741



Infuses life into brands

R1.



Neetin Kumar Rao

Emp. Code 10008033



BERKADIA



Name. : Sourav Karwankar

Emp.ld : 026092

Blood Group : O+ve

SI. No : BER/102023P/0720

Valid From : 15th Oct 2023

Valid Upto : 14th Oct 2028



Sign of SEZ Officer

500

Sign of Auth.Person

DLF Commercial Developers Limited SPECIAL ECONOMIC ZONE Gachibowli, Hyderbad, Telangana

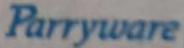
Mukesh Choudary Prakash Choudary Cell: 9951897621 8790977719

PRAKASH BATH WORLD

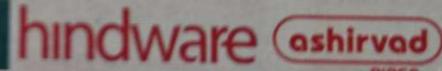
SANITARY & BATH FITTINGS

Dealers in : Cera, Hindware, Parryware, Sanitary Ware, Bath Fittings, C.P.V.C Pipes & Fittings











Pillar No. 96, Plot No: 6, P & T Colony, Medipally, Near South Indian Bank, 500098.



cognizant

Lankapalli William Kery





Government of telangana Department of School Education





Name : KOMMUNURI KRUPA RAKSHAN

Father Name : KOMMUNURI KRUPA DANAM

Designation: Jr.Asst.

DOB : 08-07-1999

Cell No : +91-6309960221

Employee ID : 3102092

Address:

GOVT. HIGH SCHOOL MOMINAN, KHAMMAM, T.S.



Gazetted HeadMaster Sign

Infosys



Sukkala SaiTeja 9059442













Dear Srikanth,

Thank you for taking the time to attend the interview. We are pleased to inform you that you have been selected for the role of Business Development Executive.

- Your starting compensation will be Rs. 20,000/per month (Net take-home-pay) from the time of joining.
- In addition to this compensation there will be incentives based on the number of active clients you activate in the app. Active clients are those who enroll at least 10 students who pay for the app.
 - Your Probation Period will be for 3 months post which you we will revise your salary based on your performance.

Please note that during probation period your compensation will be a stipend. PF, Professional Tax and other components will get added to your CTC post completion of the probation period provided your performance entitles you to continued employment with us.

Feel free to call us in case you need any clarifications.

Best Regards,

Serial Experiments HR Team

Disclaimer: The content of this email is confidential and intended for the recipient specified in message only. It is strictly forbidden to share any part of this message and its attachments with any third party, without a written consent of the sender. If you received this message by mistake,

















M V VINAY RAJU

Lecturer

Employee ID No: AGI-ISFS-269