

EMPLOYMENT AGREEMENT

This Employment Agreement (“**Agreement**”) is made on Sep 19, 2022 , by and between:

PLURALSIGHT INDIA PRIVATE LIMITED, a company incorporated under the provisions of the Companies Act, 2013 and having its registered office at 4, Chandan Niwas (Old), M.V. Road, Off. Andheri Kurla Road, Opp. Vishal Hall, Andheri (East) Mumbai, Maharashtra – 400069 hereinafter referred to as “**Company**,” (which expression shall, unless it is contrary to the context or meaning thereof, be deemed to mean and include its successors and assigns); and

Prudhvi Rahj Kore

residing at

Gayatri Nagar Phase II Chowdariguda, Korremula road, Hyderabad Telangana- 500088 India

hereinafter referred to as the “**Employee**.”

The Company and Employee shall hereinafter jointly be referred to as the “**Parties**” and severally as the “**Party**.”

Recitals:

- A. Whereas, the Company is engaged in the business of, *inter alia*, (researching into, developing, manufacturing, distributing, selling, supplying or otherwise dealing with (including but not limited to technical and product support, professional services, technical advice and other customer services)eLearning software, online development and upskilling of technology skills, skills and role assessment and related analytics software, hands-on labs, engineering workflow and productivity software, software development analytics and measurement software, and examinations and certifications software, global (“**Business**”); and
- B. Based on the disclosures and representations made by the Employee, including, but not limited to, academic education, background and work experience, the Company desires to engage the Employee in a permanent position and the Employee desires employment at the Company; upon the terms and conditions contained in this Agreement and the Company’s Policies (as defined hereinafter).

NOW, THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES SET FORTH HEREIN, THE COMPANY AND THE EMPLOYEE HEREBY AGREE AS FOLLOWS:

1. DEFINITIONS AND INTERPRETATION

In this Agreement:

- 1.1 **“Affiliate”** means any Person that directly or indirectly through one or more intermediaries, controls or is controlled by or is under the common control as that of the Company or any Group Company;
- 1.2 **“Competitor”** means and includes all such Persons whether domestic or foreign, which carry on or which are likely to carry on business similar to the Business as defined herein above and/or directly or indirectly compete or have the potential to compete with the Company or any Group Company;
- 1.3 **“Confidential Information”** means and includes, information which is confidential and proprietary to the Company, Group Company, and/or Affiliates and/or to certain third parties with which the Company, Group Company, and/or Affiliates has relationships, and disclosed to or obtained by the Employee from the Company, Group Company, and/or Affiliates and/or such third parties, whether (without limitation) in graphic, written, electronic or machine readable form on any media or orally and whether or not the information is expressly stated to be confidential or marked as such and includes, but is not limited to information of value or significance to the Company, Group Company, and/or Affiliates and/or its Competitors (present or potential) such as Company’s or any Group Company’s Intellectual Property; content; data; techniques; plans; designs; programs; customer information; identity and job descriptions of Company or any Group Company personnel; the Company’s or any Group Company’s organizational structure; financing relationships or terms; service provider or vendor relationships or terms; processes; methodologies; compensation or bonus data; the terms of this Agreement; or other information not in the public domain pertaining to the Business or affairs of the Company, Group Company, or of any of its Affiliates; but does not include information: (i) that is in the public domain other than by Employee’s breach of this Agreement and/or of any other agreement to which the Employee is bound by; (ii) that was previously known by Employee, as established by written records of the Employee prior to receipt of such information from the Company or any Group Company and (iii) that was lawfully obtained by the Employee from a third party without any obligations of confidentiality to Company or any Group Company;
- 1.4 **“Company Policies”** shall mean the policies and procedures of the Company as specified in Clause 11 of this Agreement;
- 1.5 **“Group Company”** shall mean the Company and any other subsidiary, holding company or affiliated entity that is controlled by Pluralsight, LLC. In connection with this definition, “control” means possessing the ability to direct the affairs of another entity through a majority of ownership interests in the entity.
- 1.6 **“Intellectual Property”** includes ideas, concepts, creations, discoveries, inventions, improvements, know how, trade or business secrets; trademarks, service marks, designs, utility models, tools, devices, models, methods, procedures, processes, systems, principles, algorithms, works of authorship, flowcharts, drawings, books, papers, models, sketches, formulas, teaching techniques, electronic codes, proprietary techniques, research projects, and other confidential and proprietary information, computer programming code, including

object code and source code, databases, software programs, data, documents, instruction manuals, records, memoranda, notes, user guides; in either printed or machine-readable form, the whether or not copyrightable or patentable, or any written or verbal instructions or comments;

- 1.7 **“Intellectual Property Rights”** or **“IPRs”** include (i) all rights, title, and interest under any statute or under common law including exclusive proprietary rights in a trademark; patent rights; design rights; copyrights including moral rights; and any similar rights in respect of Intellectual Property, anywhere in the world, or over global internet, whether negotiable or not; (ii) any licenses, permissions and grants in connection therewith; (iii) applications for any of the foregoing and the right to apply for them in any part of the world; (iv) right to obtain and hold appropriate registrations in Intellectual Property and, (v) all extensions and renewals thereof; (vi) causes of action in the past, present or future, related thereto including the rights to damages and profits, due or accrued, arising out of past, present or future infringements or violations thereof and the right to sue for and recover the same;
- 1.8 **“Person”** or **“Persons”** means an individual, corporation, partnership, limited liability company, association, trust or other entity or organization, including a government or political subdivision or an agency or instrumentality thereof that is not a party to this Agreement;
- 1.9 **“Property”** includes, but is not limited to the:
 - 1.9.1 internal memoranda, documents, correspondence (including e-mail and electronic correspondence, messages, and/or notes), computer equipment (including software), training materials, books, and all other like property, including all copies, duplications, replications, and derivatives of such property which embody Confidential Information and Intellectual Property or any other information concerning the Business, of the Company or any Group Company, whether such documents have been prepared by the Company, any Group Company, or any other Person;
 - 1.9.2 papers, blueprints, drawings, specifications, pen drives, laptops, keys, pass cards, identification cards, photographs, charts, graphs, notebooks, customer lists, computer disks, tapes or printouts, sound recordings and other printed, typewritten or handwritten documents, sample products, prototypes and models or any other property belonging to the Company, any Group Company, and/or their Affiliates.
 - 1.9.3 any residential accommodation, automobile, furniture, fixtures, fittings and furnishings, communication equipment, and all other items; and
 - 1.9.4 any tangible expression of Confidential Information, including, without limitation, photographs, plans, notes, renderings, journals, notebooks, computer programs and samples relating thereto;

- 1.10 Unless the context of this Agreement otherwise requires (i) words of any gender include each other gender; (ii) words using the singular or plural number also include the plural or singular number, respectively; (iii) the terms “hereof,” “herein,” “hereby” and derivative or similar words refer to this entire Agreement; (iv) whenever this Agreement refers to a number of days, such number shall refer to calendar days unless otherwise specified; (v) headings are used for convenience only and shall not affect the interpretation of this Agreement; and (vi) references to the Recitals, Clauses and Appendices/Annexures shall be deemed to be a reference to the recitals, clauses and appendices/annexures of this Agreement.

2 CONDITIONAL EMPLOYMENT, DESIGNATION AND PROBATIONARY PERIOD

- 2.1 The Company hereby employs the Employee as
Software Engineer 1
upon the terms and conditions set forth in this Agreement, with effect from
October 3rd, 2022
or such other date as may be mutually agreed (“**Date of Employment**”). The Employee shall initially report to Sr Manager of Engineering, Flow
- 2.2 Notwithstanding the aforesaid or anything to the contrary, the Employee’s employment with the Company is contingent upon (1) the Employee’s entitlement to work in India without any additional work authorizations; (2) successful completion by the Company of the Employee’s background and reference checks; (3) the Employee’s full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way may limit the Employee either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this Agreement; and (4) there being no pending claims, actions, suits or proceedings against the Employee which might reasonably be expected to have an adverse effect on the Employee’s ability to perform his/her duties towards the Company hereunder and/or on the Company. The Company reserves the right to terminate the Employee’s employment without any obligation whatsoever in the event that it receives any negative background or reference check results or determines that any contractual or other obligation may limit the Employee’s ability to engage in business activities for the Company or if the Employee is found to be part of any pending investigation (whether judicial, quasi-judicial or otherwise).
- 2.3 The Employee’s employment with the Company will be subject to a probationary period of six (6) months. During the Probation either party may terminate the Employment by giving to the other one week’s prior written notice. The Company reserves the right to extend the Probation for a further term either during or at the end of the Probation.

3 DUTIES AND RESPONSIBILITIES, TRANSFER, CONFLICTS, ETC.

- 3.1 The Employee hereby agrees and undertakes to perform various duties and undertake various responsibilities as may be required by the Employee's supervisors and/or managers, from time to time. The Employee is expected and required to devote the whole of his/her working time and attention to the Company to the best of his/her skills and abilities to promote the interests and welfare of the Company.
- 3.2 The Employee's regular expected working hours shall be up to 9 per day and 48 per week. The Employee may be required to work 5 or 6 days per week depending on the Employee's nature of duties and requirements of the Company. The Employee shall not work beyond the prescribed hours / days without prior written permission of an authorized personnel of the Company. The Employee acknowledges and agrees that based on his/her position and role, the Company may require him/her to work any additional hours necessary for the successful performance of the job duties, including on weekends, holidays, non-working days, on-call, night shift, etc. as required by the Company from time to time, for which the Employee hereby provides his/her consent. The Employee acknowledges and agrees that his/her remuneration detailed in Clause 4 sufficiently covers any and all working hours and days necessary for the successful completion of the job duties and the business needs of the Company. Subject to applicable law, the Company shall not be liable to make any additional payments for such additional hours worked.
- 3.3 In addition to or alternatively from the Employee's normal duties, he or she may be required to undertake on a temporary or permanent basis other duties within any department of the Company or any Group Company that are reasonably consistent with his position and capabilities as the Company's business needs may require.
- 3.4 The Employee's employment will be based at your address SJR Primeco Towers, Bilekahalli Vollage, Arekere Gate, Main Road, Panduranga Nagar, Bannerghatta Road, Bangalore 560076. The Employee must inform the Company of any future change of address and the location must be deemed compatible with the proper performance of this Agreement. The Company may require the Employee to carry out his/her duties on a temporary basis from other locations within India as the needs of the Company's business reasonably require. The Employee may be required to work outside of India from time to time. If the period is more than one month, the Employee will be notified in advance and in writing of the terms that apply.
- 3.5 The Employee acknowledges that the performance of his/her duties may require the Employee to undertake frequent business trips, either of short or longer duration, both in India and abroad and the Employee hereby accepts the said business trips.
- 3.6 The Company may, at its sole discretion, second, depute, assign and/or transfer the Employee to any other office of Company or any Group Company in India or overseas or to any Affiliates of the Company or to any third parties. The Employee may also be required to make visits and travel both within India and overseas, as may be necessary for the proper discharge of his/her duties.

- 3.7 While in the employment of the Company, the Employee is not allowed to be employed in any other organization on a permanent, temporary or part-time basis or offer his/her services with or without consideration to any physical person, legal entity or public authority or be occupied in the Employee's own business, without the prior written consent of the Company. The Employee shall comply with all directions given to the Employee by the Company and faithfully observe all the rules, regulations, and arrangements applicable to the Employee.
- 3.8 The Employee is required to disclose in writing to the Company all of the Employee's business interests, if any, whether or not they are similar to or in conflict with the business(es) or activities of the Company or any Group Company and all circumstances, in respect of which there is or there might in the future be a conflict of interest between the Company and the Employee or any of Employee's immediate relatives. The Employee agrees to disclose fully to the Company in writing any such interests or circumstances, which may arise during Employee's employment immediately upon accruing of such interest or occurring of any such circumstances.
- 3.9 During the term of the Employee's employment with the Company, the Employee is required to be medically fit to perform the services assigned to the Employee from time to time. As to whether the Employee is medically fit, is an issue, which will be professionally determined, by the Company and the Employee shall be bound by such determination. The Employee may accordingly be required to undergo periodical medical examination as and when directed by the Company.
- 3.10 During the term of employment and at all times thereafter, the Employee will not make any false, defamatory or disparaging statements about the Company, any Group Company, or the employees, officers or directors of the Company or any Group Company that are reasonably likely to cause damage to any such entity or person.
- 3.11 The Employee will also be governed by statutory laws enacted by the government or local authorities as may be applicable from time to time. The Employee shall comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to the Employee's employment by the Company, including but not limited to the provisions of the Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States of America and the Bribery Act 2010 of the United Kingdom. Without limiting the generality of the foregoing, the Employee represents and covenants that the Employee has not, and shall not, at any time, during his employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

4 REMUNERATION AND BENEFITS

- 4.1 The Employee shall be entitled to an all-inclusive remuneration of 1,000,000.00 base salary per annum on a cost-to-company basis.
- 4.2 The Company may award discretionary bonuses from time to time. Where the Company decides to award a bonus, it will normally be dependent on both your and the Company's performance although the award of any bonus is entirely at the Company's discretion. The award of a bonus in one year does not imply any entitlement in respect of future years and there will be no entitlement to receive any bonus if your employment has terminated or you are under notice of termination at the expected date for payment. Your target bonus for the year is 8 percent, prorated to your start date with the Company.
- 4.3 The Company may withhold or deduct from any amounts payable under the Agreement such taxes and/or contributions as may be required to be withheld or deducted pursuant to any applicable law or regulation. In case of any under-withholding, the Employee shall be responsible to pay the necessary tax or contributions and any interest / penalty thereon.
- 4.4 If legally required to do so, and always with reference to the Employee's employment status, the Company will make contributions to social security funds or pay gratuities at the minimum level required by Indian law.
- 4.5 If, during the Employee's employment under this Agreement, the Employee becomes indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from the Employee against the compensation payable to the Employee and collect any remaining balance from him/her.
- 4.6 The Company may offer the Employee certain employee benefits, subject to and in accordance with the applicable benefit plan(s) and subject to Employee meeting any conditions of eligibility, as may be amended from time to time. The Company reserves the right to amend, alter or cease to provide (without compensation) any benefit (including any commission plan or incentive based pay) at any time.
- 4.7 The Employee is entitled to leaves and public holidays in accordance with applicable law and the Company Policies as implemented and/or amended from time to time.

5 EXPENSES

- 5.1 The Company will refund to the Employee, on submission of accurate expense reports, the costs of his/her clients visits, representation and other professional expenses reasonably incurred in the course of performance, or by reason of his/her duties, where in compliance with the policy currently applicable within the Company.

6. NON-SOLICITATION AND NON-COMPETE

- 6.1 The Employee hereby agrees that he/she shall not, directly or indirectly, either as an individual on his 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):
- 6.1.1 For a period of 12 months following the date of termination of Employee's employment with the Company ("**Termination Date**"), solicit and/or attempt to solicit employment of or advise any of the Company or any Group Company's existing employees or any person or organization providing services to or through the Company, any Group Company, and/or their Affiliates to terminate his/her contract or relationship with the Company or any Group Company or to accept any contract (directly or indirectly) or other arrangement for providing services to any other person or organization; or
 - 6.1.2 For a period of 12 months following the Termination Date, contact and/or attempt to contact any of the existing or prospective clients (*i.e.* any person or organization with whom the Company or Group Company, and/or their Affiliates is in advanced stages of exploring a professional or business relationship) of the Company, Group Company, and/or its Affiliates to entice such clients away from the Company, Group Company, and/or its Affiliates or to damage in any way their business relationship with the Company, Group Company, and/or its Affiliates or for the provision of substantially the same services provided to such clients by the Company, Group Company, and/or its Affiliates; or
- 6.2 The Employee hereby agrees and undertakes that during the term of the employment with the Company and for a period of 12 months following the Termination Date, the Employee shall not, directly or indirectly, either as an individual on his 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), enter the employ of, or render any other services to, any person engaged in a business which competes with the Business, if (i) the Employee has prior knowledge of the same or (ii) the Employee gains such knowledge during the term of employment or (iii) it is obvious to the Employee.
- 6.3 It is agreed by and between the Parties that the employment with the Company and the compensation payable under this Agreement shall be sufficient consideration for this Clause.

- 6.4 The Employee hereby acknowledges and agrees that the limitations as to time and the limitations of the character or nature placed in this Clause 6 are reasonable and fair and will not preclude the Employee from earning a livelihood, nor will they unreasonably impose limitations on the Employee's ability to earn a living. In addition, the Employee agrees and acknowledges that the potential harm to the Company of the non-enforcement of this Clause outweighs any potential harm to the Employee by this Agreement and has given careful consideration to the restraints imposed upon the Employee by this Agreement, and is in full accord as to their necessity for the reasonable and proper protection of Confidential Information and Intellectual Property of the Company and any Group Company now existing or to be developed in the future. The Employee expressly acknowledges and agrees that each and every restraint imposed by this Agreement is reasonable with respect to subject matter, time period and geographical area.
- 6.5 It is expressly understood and agreed by the Parties that although the Employee and the Company consider the restrictions contained in this Clause 6 to be reasonable, if a final judicial determination is made by a court of competent jurisdiction that the time or territory or any other restriction contained in this Agreement is an unenforceable restriction against the Employee, the provisions of this Agreement shall not be rendered void but shall be deemed amended to apply as to such maximum time and territory and to such maximum extent as such court may judicially determine or indicate to be enforceable. Alternatively, if any court of competent jurisdiction finds that any restriction contained in this Agreement is unenforceable, and such restriction cannot be amended so as to make it enforceable, such finding shall not affect the enforceability of any of the other restrictions contained herein.
- 6.6 Notwithstanding the foregoing, nothing herein shall prevent the Employee from directly or indirectly owning, solely as an investment, securities of any person engaged in the business of the Company which are publicly traded on a national or regional stock exchange or on the over-the-counter market, if the Employee (i) is not a controlling person of, or a member of a group which controls, such person, and (ii) does not, directly or indirectly, own 1% or more of any class of securities of such person.
- 6.7 For all purposes of this Clause 6, the Company shall be construed to include the Group Company and their Affiliates.

7. CONFIDENTIAL INFORMATION

- 7.1 The Employee shall forever hold the Confidential Information in confidence and shall not publish, disclose or disseminate, any time, to any Person or competitor of the Company, any Group Company, and/or Affiliates; or use for any purpose any Confidential Information other than such purposes as shall be required to fulfill the Employee's duties with the Company, or remove any Confidential Information, in whole or in part, from the Company or any Group Company's premises, without the Company or Group Company's prior written permission.
- 7.2 Notwithstanding the aforesaid provisions, the Employee may disclose Confidential Information where ordered to do so, by any government, judicial or quasi-judicial

authority; provided however, that the Employee shall in such a case give the Company a reasonable notice of any prospective disclosure and shall assist the Company in obtaining an exemption or protective order preventing such disclosure.

- 7.3 The Employee shall return to the Company or to its nominees Confidential Information, including copies thereof irrespective of storage or presentation medium, including all electronic and hard copies thereof, and any other material containing or disclosing any Confidential Information which is in the Employee's possession, power and control as and when called upon by the Company and upon termination, not later than the Termination Date or at the option of the Company, as the case may be, destroy the same and will not make or retain any copies of such Confidential Information. Until such time as all such Confidential Information is returned or destroyed, the Company shall, in addition to initiating legal proceedings for recovery of the same, be entitled to withhold any salary, emoluments or other dues of the Employee. Further, the Employee shall compensate the Company for any misuse of the Confidential Information. On or immediately after the Termination Date, the Employee shall certify (as per the format provided by the Company) that the Employee has complied with the obligations imposed under this Clause.
- 7.4 The Employee understands that access to the Company and any Group Company's databases and table structures, including but not limited to databases or table relating to clients, salary information, benefits, or stock of the Company or any Group Company employees, is only on a "need to know basis." The Employee understands that he or she is not permitted to access any database and tables, unless the database or table directly relates to the work being performed by the Employee, and the Employee agrees that he or she will not access any databases or tables other than those necessary to perform the Employee's duties. The Employee understands that accessing the Company or any Group Company's database or table that does not directly relate to the work required to be performed by the Employee may, at the sole option of the Company, result in disciplinary action, up to and including termination of employment. The Employee also understands and agrees that sharing passwords, using another employee's password, or allowing someone to use a password that has been designated solely as the password of the Employee, may, at the sole option of the Company, result in disciplinary action up to and including termination. The Employee also understands that the Company may monitor and review which databases and tables that the Employee has been accessing at any time without prior notice to the Employee.
- 7.5 During the term of employment, the Employee will not improperly use or disclose any confidential information or trade secrets, if any, of any former employer or any other person to whom the Employee has an obligation of confidentiality, and the Employee will not bring onto the premises of the Company or Company's clients any unpublished documents or any property belonging to any former employer or any other person to whom the Employee has an obligation of confidentiality, unless consented to in writing by such former employer or person.

8. INTELLECTUAL PROPERTY

- 8.1 **Prior Developments:** The Employee has submitted to the Company a complete report with all supporting documents relating to all the Confidential Information, Intellectual Property and all other information developed by the Employee on or prior to the Date of Employment, which would be excluded from the scope of this Agreement. To preclude any possible uncertainty, the Employee sets forth in **Annexure 1** attached hereto a complete list of all Intellectual Property, that the Employee has, alone or jointly with others, conceived, developed or reduced to practice or caused to be conceived, developed or reduced to practice prior to the Date of Employment, that the Employee considers to be his/her property or the property of third parties and that the Employee wishes to have excluded from the scope of this Employment. If any such disclosure has not been made in **Annexure 1**, the Employee represents that he does not own any Intellectual Property prior to the Date of Employment.
- 8.2 **Acknowledgment:** The Employee acknowledges and agrees that the Intellectual Property as well as any portion thereof developed by the Employee shall be the sole property of the Company from date of creation thereof.
- 8.3 **Disclosure:** During the term of the Employee's employment and for six (6) months after termination of the Employee's employment with the Company, the Employee agrees to maintain adequate and current written records on the development of all Intellectual Property and to disclose promptly upon its creation to the Company all Intellectual Property and relevant records, which records will remain the sole property of the Company. The Employee further agrees that all information and records pertaining to any idea, process, trademark, service mark, invention, technology, computer program, original work of authorship, design, formula, discovery, patent or copyright that the Employee does not believe to be Intellectual Property, but is conceived, developed, reduced to practice by the Employee (alone or with others) during the period of employment, shall be promptly disclosed to the Company.
- 8.4 **Handing-over:** The Employee agrees that all originals and all copies of any and all material containing, representing, evidencing, recording, or constituting all or part of the Intellectual Property, however and whenever produced (whether by the Employee or others) and whether or not protected under copyright law or patentable or protected under other intellectual property law, shall be immediately handed over to the Company upon its creations and any copies thereof returned to the Company upon termination of the Employee's employment for any reason.
- 8.5 **Ownership:** The Employee agrees that the exclusive ownership of all content and/or part of Intellectual Property that is not protected under copyright laws and /or other intellectual property law and/or that is not patentable shall be automatically and irrevocably transferred to the Company from date of creation. The Employee hereby waives all moral rights in relation to the Intellectual Property.
- 8.6 **Assignment:** The Employee hereby irrevocably, absolutely and perpetually assigns to the Company worldwide rights in respect of all of the Employee's right, title, and interest, including IPRs, in respect of the Intellectual Property developed by the Employee, free

from encumbrances of any kind for the full term of each and every such right, including renewal or extension of any such term. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to the Employee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. The Employee hereby agrees to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. The Employee further agrees to assist and cooperate with the Company in perfecting the Company's rights in any of its Intellectual Property.

- 8.7 **Agreement to Assign:** To the extent any assignment of Intellectual Property cannot be made to the Company or its designees, for any reason whatsoever, the Employee hereby irrevocably, absolutely and perpetually agrees to assign to the Company or its designees, all of the Employee's right, title and interest including IPRs therein or any part thereof.
- 8.8 **Co-operation:** During and after the term of the Employee's employment by the Company, the Employee shall and undertakes to assist the Company, at the Company's expense, in every proper way to (i) secure and maintain the Company's rights hereunder and to carry out the intent of this Agreement and for vesting the Company with full title of the Intellectual Property and all rights, titles and interest including IPR therein; (ii) to apply and prosecute registration applications in respect of IPRs relating to Intellectual Property for the Company's benefit, in any and all countries; (iii) sign, execute, affirm all documents, including, without limitation, all applications, forms, instruments of assignment and supporting documentation and perform all other acts as may be required for the abovementioned purposes.
- 8.9 **Power of Attorney:** Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any IPRs, due to any cause, the Employee hereby irrevocably designates and appoints the Company and each of its duly authorized officers and agents as the Employee's agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of IPRs or protection in respect of the Intellectual Property, with the same force and effect as if executed and delivered by the Employee. The Company reserves the right to appoint another attorney in lieu of the attorney as appointed hereinabove.
- 8.10 **Third-Party Material:** The Employee represents and warrants that he/she will not use or integrate in the Intellectual Property any third party materials or data that are not validly licensed to the Company unless previously authorized by the Employee's reporting officer in the Company. The Employee represents and warrants that the Employee has not violated the Intellectual Property Rights of any third party, and covenants that he shall not violate the Intellectual Property Rights of any third party in the course of his/her employment with Company. Provided that in the event the Company or any Group Company is held liable for the Employee's violation of any Intellectual Property Rights, the Employee undertakes to indemnify the Company, Group Company, or Affiliate as the case may be against any

and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting therefrom.

- 8.11 **License:** If, in the course of the Employee's employment with the Company, the Employee incorporates Intellectual Property into the Company or any Group Company's product, process or machine, the Company is hereby granted and shall have a nonexclusive, royalty-free, irrevocable, perpetual, worldwide license (with rights to sublicense through multiple tiers of sub-licensees) to make, have made, modify, use and sell such Intellectual Property.

9. TERMINATION OF EMPLOYMENT

- 9.1 **Termination by either Party:** Either Party may terminate the Employee's employment upon written notice to the other Party. The termination would be effective after one (1) month from the date of the receipt (by the other Party) of such notice (hereinafter referred to as the "**Notice Period**"). Alternatively, the Company may terminate the Employee's employment with immediate effect, upon giving the Employee salary in lieu of notice or pro-rated salary for the balance of the Notice Period in case the Employee has been permitted to work during some portion of the Notice Period. In case the Employee has given a notice to resign from services, the Employee is expected and required to diligently serve the entire notice period. However, in such a resignation situation, the Company may, at its sole discretion, without being obligated to do so, (i) require the Employee to leave service at any time during the notice period without any payment for the balance unexpired portion of the notice period or (ii) upon the Employee's request allow Employee to leave service during the notice period only upon the Employee making payment to the Company in the form of damages for breach, the amount equivalent to the Employee's salary for the balance unexpired portion of the Notice Period. In case of termination by the Company under this clause, the Company shall also pay to the Employee any statutorily required retrenchment compensation or other termination payments, if applicable.
- 9.2 **Termination during probationary period:** Notwithstanding anything aforesaid, if the Employee is serving his/her probationary period, this Agreement can be terminated by the Company immediately, without giving any notice to the Employee. However, in case the Employee wishes to terminate this Agreement during such period, the Employee shall give at least seven (7) days' written notice to the Company. In such an event, the Company may, at its sole discretion, permit the Employee to leave service during the period of notice without any salary in lieu of notice or pro-rated salary for the balance notice period as per this Clause.
- 9.3 **Termination by Company due to the Employee's misconduct:** Notwithstanding anything mentioned in above Clauses 9.1 and 9.2, the Company may terminate the Employee's employment with immediate effect in the event of Employee's misconduct, which may include (i) fraudulent, dishonest or undisciplined conduct of the Employee, (ii) the Employee's breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company or any Group Company's property, (iii) insubordination or failure to comply with the directions given to the Employee by persons so authorized, (iv) the Employee's insolvency or conviction for any offence involving moral turpitude,

(v) breach by the Employee of any terms of this Agreement or the Company's Policies or other documents or directions of the Company, (vi) irregularity in the Employee's attendance, or his/her unauthorized or unapproved absence from the place of work for more than three (3) consecutive working days, (vii) the Employee going on or abetting a strike in contravention of any law for the time being in force, (viii) the Employee conducting himself/herself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of the Group Company or their clients or (ix) any other act of the Employee amounting to misconduct under applicable labour laws in India or Company Policies. On receipt of allegations or discovery of any such misconduct as described in (i) to (ix) above, the Company may suspend the Employee with immediate effect, pending the closure of enquiry into such misconduct. Any enquiry into such misconduct will be conducted as per Company Policies in this regard, if any, and the Employee will be provided an opportunity to be heard in such enquiry. Upon the closure of enquiry, if the Employee is found to be guilty of misconduct, employment will be terminated without notice or pay in lieu thereof.

- 9.4 **Termination upon Total Permanent Disability or Death of Employee:** This Agreement shall automatically terminate upon the Employee's total permanent disability, or death.
- 9.5 **Retirement:** The Employee will automatically retire from the Company on attaining the age of 60 (sixty) years. An extension may however, be given at the discretion of the Company.
- 9.6 **Offer on Liquidation:** If the employment of the Employee is terminated by reason of the liquidation of the Company in case of reconstruction, merger, spin-off, acquisition, amalgamation or by reason of any reorganisation of the Company or any other corporate action (including a transfer of establishment / unit / undertaking) and the Employee shall have been offered employment with the entity succeeding to the Company upon such event on terms no less favourable to the Employee than the terms in effect under this Agreement, then the Employee shall have no legal or contractual claim against the Company by reason of the termination of the employment.
- 9.7 **Garden Leave during Notice Period:** The Company may, in its absolute discretion, require the Employee at any time during the Notice Period not to attend the Employee's place of work and/or not to perform any duties for the Company or to perform any such duties, projects or tasks as are expressly assigned to the Employee by the Company. The Employee shall continue to be employed by the Company during such period and therefore shall be eligible to receive the Employee's full pay and benefits during any such period. During any such period, the Employee shall (i) notify the Company of any change of address or contact details, (ii) if requested by the Company, refrain from contacting employees, clients and professional contacts of the Company, (iii) cease to be an authorized signatory of the Company or hold a power of attorney for the Company, and (iv) continue to be bound by the express and implied duties of the Employee's employment, including, without limitation, by the duty of fidelity and good faith owed to the Company. The garden leave shall be offset against any annual leave of the Employee.

- 9.8 **Liability:** The Parties hereby agree that if the termination is found to be wrongful by an appropriate Court in India, based on a non-appealable order, the maximum liability of Company shall not exceed Employee's fifteen (15) days' salary and statutory benefits for every year of service, in case the Company does not re-instate the Employee.
- 9.9 **Separation and Release:** Upon termination of the Employee's employment with the Company for any reason, the Company may require the Employee to sign a Separation and Release Agreement with the Company at no additional consideration or payment.

10. COMPANY'S PROPERTY - EMPLOYEE'S DUTY TO RETURN

- 10.1 Any and all of the Company or any Group Company's Property, Confidential Information and Intellectual Property of the Company or any Group Company acquired by or in the possession of the Employee under this Agreement, shall be returned to the Company immediately upon termination of this Agreement, and in any event within 48 hours. The Employee shall certify through a written representation, that the Employee is not in possession of, or has access to or control of the Company's property, confidential information and intellectual property, in any form or manner.
- 10.2 It is further agreed and understood that until such time as all of the Company or any Group Company's Property, Confidential Information and Intellectual Property are returned and the termination certificate is provided as abovementioned, the Company shall, in addition to initiating legal proceedings for recovery (and without prejudice to any other rights or remedies that Company may have under law or equity), be entitled to withhold any salary, emoluments or other dues of the Employee then or in future payable to the Employee, and may further, at its discretion, deduct therefrom the full value of the said property/properties calculated at its then replacement price. The Employee recognizes and agrees that the Company shall be entitled to recover from the Employee and the Employee shall be bound and liable to make good to the Company any loss suffered by the Company on account of misuse of the Company or any Group Company's Property, Confidential Information and Intellectual Property by the Employee and/or any damage occasioned to the Company or Group Company's Property, Confidential Information and Intellectual Property whilst in the custody of or entrusted to the Employee.

11. COMPANY POLICIES, ANNUAL LEAVE, AND PUBLIC HOLIDAYS

- 11.1 The Employee agrees and undertakes that the Employee shall be bound by all the policies and procedures of the Company, as may be drafted, revised, amended and/or updated from time to time by the Company.
- 11.2 The Employee may be entitled to receive compensation under the Employees' Compensation Act, 1923 (if applicable) in case any personal injury is caused to the Employee by way of an accident arising out of and in the course of Employee's employment with the Company, unless the payment obligation is covered by the insurance policies taken by the Company on the Employee's behalf.

- 11.3 The Company provides for maternity benefits to eligible employees in accordance with the Maternity Benefit Act, 1961 (if applicable). Please refer to the Company policies for further information in this regard.
- 11.4 The annual leave year runs from the start of employment for the first year if not the first day of the year and thereafter it will be the calendar year. The Employee is entitled to eighteen (18) days paid annual leave per year in addition to recognized public holidays. The Company will list and notify its employees of recognized public holidays. Vacation pay is based on the Employee's current basic rate of salary.
- 11.5 If the Employee starts or leaves employment during the leave year, the annual leave entitlement for that year will accrue at the rate of 1 day for every 20 days worked.
- 11.6 Annual leave not taken during the current leave year can be carried forward to the following leave year up to a maximum accrual of 12 days.
- 11.7 The Employee may be entitled to additional paid time off or leave based on the Company's non-contractual policy(ies) in force at the time.

12. NOTICES

- 12.1 All notices, requests and other communications hereunder must be in writing and will be deemed to have been duly given only if delivered personally or by facsimile transmission or mailed (first class postage prepaid) or by electronic mail to the Parties at the following addresses or facsimile numbers:

If to the Company:

Attention: People Operations

Address: Studio # 29,30,31 Co Wrks, Tower B - 5th floor, RMZ Infinity, The Bay Area, Concourse Level, No. 3, Old Madras Road, Benniganahalli, East Taluk, Bangalore, Karnataka, - 560016, India
Fax No.: +1-801-784-9007

along with a copy by e-mail to: peopleops@pluralsight.com

If to the Employee: At the address provided in this Agreement or the address as available in the Company's records, or at the following e-mail address
prudhviraj7341@gmail.com

- 12.2 Any change in the address of either the Company or the Employee shall be notified to the other Party in the same manner mentioned hereinabove.

13. REPRESENTATIONS AND COVENANTS

- 13.1 The Employee hereby represents to and covenants with the Company that:

13.1.1 (i) he/she has been provided with a copy of this Agreement for review prior to signing it (ii) that he/she has reviewed the Agreement and that he/she understands the terms, purposes and effects of this Agreement, (iii) he/she has signed the Agreement only after having had the opportunity to seek clarifications; (iv) he/she has not been subjected to duress or undue influence of any kind to execute this Agreement and this Agreement will not impose an undue hardship upon him/her; (v) he/she has executed this Agreement of his own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; (vi) this Agreement is in all respects reasonable and necessary to protect the legitimate business interests of the Company; (vi) he/she has all requisite power and authority, and does not require the consent of any third party to enter into this Agreement and grant the rights provided herein; (vii) the execution, delivery, and performance of this Agreement by him/her does not and will not conflict with, breach, violate or cause a default under any agreement, contract or instrument to which he/she is a party or any judgment, order or decree to which he/she is subject; (ix) he/she is not a party to or bound by any employment agreement, consulting agreement, non-compete agreement, confidentiality agreement or similar agreement with any other Person; and (ix) the services performed by him/her and all items and/or materials furnished by him/her in connection with or as a result of such services shall not infringe upon or violate the personal, civil or property rights, or the rights of privacy of, or constitute a libel, slander or unfair competition against or violate or infringe upon any common law right, copyright, trademark, trade name or patent or any other right of any person or entity;

13.1.2 He/she will not execute any instrument or grant or transfer any rights, titles and interests inconsistent with the terms and conditions of this Agreement;

13.1.3 He/she is legally permitted to reside and be employed in India, and shall remain so during the term of his/her employment with the Company.

14 MISCELLANEOUS

14.1 **Entire Agreement:** The terms of this Agreement are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between the Company and the Employee including, but not limited to, any representations made during the Employee's interview(s) or relocation negotiations, whether written or oral. This Agreement shall constitute the complete and exclusive statement of its terms and no extrinsic evidence whatsoever may be introduced in any judicial, administrative, or other legal proceeding involving this Agreement. Any subsequent change or changes in the Employee's duties, salary or compensation will not affect the validity or scope of this Agreement.

14.2 **Amendments:** No change, modification, or termination of any of the terms, provisions, or conditions of this Agreement shall be effective unless made in writing and signed or initialed by all signatories to this Agreement.

- 14.3 **Survival:** Termination of this Agreement shall not affect those provisions hereof that by their nature are intended to survive such termination.
- 14.4 **Assignment:** Except as otherwise provided in this paragraph, this Agreement shall inure to the benefit of and be binding upon the parties hereto and their respective heirs, representatives, successors and assigns. Neither this Agreement nor any right or interest hereunder shall be assignable by the Employee, his/her beneficiaries, or legal representatives without the Company's prior written consent; provided, however, that nothing in this Clause 14.4 shall preclude the Employee from designating a beneficiary to receive any benefit payable hereunder upon his/her death, or the executors, administrators, or other legal representatives of the Employee or his/her estate from assigning any rights hereunder to the person or persons entitled thereunto. This Agreement shall be assignable by the Company to a subsidiary or affiliate of the Company; to any corporation, partnership, or other entity that may be organized by the Company, its general partners, or its officers, as a separate business unit in connection with the business activities of the Company or of its general partners or officers; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership, or other entity or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.
- 14.5 **Indemnification:** The Employee shall indemnify the Company for any and all losses, liabilities, claims, actions, costs and expenses, reasonable attorney's fees and court fees resulting to Company as a result of any wrongful act or omission on the Employee's part done while serving as an employee of the Company.
- 14.6 **Authorisation:** In the event of termination of the employment of the Employee, the Employee hereby grants consent to the Company to notify any new employer of the Employee and/or any third party about the obligations of the Employee under this Agreement. If necessary, the Company has a right to disclose this Agreement to any new employer or third parties.
- 14.7 **Governing Law and Jurisdiction:** This Agreement shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings to enforce this Agreement. The Parties irrevocably submit to the exclusive jurisdiction of any competent courts situated at Bangalore and waive any objection to such proceedings on grounds of venue or on the grounds that the proceedings have been brought in an inconvenient forum.
- 14.8 **Waiver:** No waiver by the Company of any breach of this Agreement shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this Agreement shall be construed as a waiver of any other right. The Company shall not be required to give notice to enforce strict adherence to all terms of this Agreement.

- 14.9 **Severability:** If any paragraph, sub-paragraph, or provision of this Agreement, or the application of such paragraph, sub-paragraph, or provision, is held invalid or excessively broad by a court of competent jurisdiction, the remainder of this Agreement, and the application of such paragraph, sub-paragraph, or provision to Persons, or circumstances other than those with respect to which it is held invalid shall not be affected.
- 14.10 **Data Privacy:** The Company may, in connection with the Employee's employment, collect personal data including sensitive personal data relating to him/her. Such data may be received from the Employee and some limited personal data may be recorded directly or indirectly by internal security systems or by other means. By signing this Agreement, the Employee expressly consents to the following:
- 14.10.1 the collection, use, processing and storage of sensitive personal data by the Company for relevant and limited purposes as further set out in the Company's Privacy Policy;
 - 14.10.2 the transfer worldwide of personal data held about him/her by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of his/her personal images and voices in marketing material, videos, etc.;
 - 14.10.3 reading and understanding the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of personal and sensitive data and agreeing to the terms thereof; and
 - 14.10.4 treating any personal data to which the Employee has access in the course of his/her employment strictly in accordance with Company Policies and procedures and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to him/her.
- 14.11 The Employee acknowledges that the Employee does not expect privacy in the use or access to the Company's IT resources. Accordingly, subject to applicable laws, the Company reserves the right to retrieve the contents of messages for the purpose of monitoring whether the use of the IT resources is legitimate, to find lost or abusive messages, to retrieve messages lost due to computer failure, to assist in the investigations of wrongful acts or any breach of this Agreement, or to comply with any legal obligation.
- 14.12 You confirm that you shall, at all times, comply with all obligations imposed upon you under the Company's security and data privacy policies, in each case from time to time in force. These can be found on the Company's intranet. If you are unclear how the policies apply or, more generally, what you need to do to comply with the law on data protection, you should speak to the Legal team or People Team Business Partner.

- 14.13 If you discover a data breach you must notify your manager urgently and, if practicable, within one hour, providing details on the circumstances of the breach. A data breach occurs where there is destruction, loss, alteration or unauthorized disclosure of or access to Personal Data which is being held, stored, transmitted or processed in any way. For example, there is a data breach if our servers are hacked or if a laptop/USB stick is lost or an email is sent to the wrong person by mistake.
- 14.14 If you fail to comply with your obligations under this clause this will in most circumstances be considered to be a serious disciplinary offence which may lead to disciplinary action against you (up to and including summary dismissal).
- 14.15 **Internet, E-mail, and Social Media:** The Company reserves the right at any time to access and monitor e-mail messages sent or received (in whatever form) by you and any messages or information accessed or downloaded by you from the Internet using the Company's IT resources, as well as the contents of any computer provided to you by the Company for the purposes of carrying out your duties. Use of your computer, the Company's e-mail system and access to the Internet is expressly subject to your consenting to this clause.

Any inappropriate use of the Company's IT Resources, including for viewing pornography or other material which might reasonably be considered offensive, or for gambling or other activities that are not appropriate to the use of business equipment, will be treated as a disciplinary offence which may result in disciplinary action, up to and including termination of employment.

If you hold any web-based or social media accounts (whether ostensibly for business or social purposes) that substantially relate to your employment with the Company (as opposed to a purely personal account), all data or information held or maintained by you in such account, including connections or contacts, shall be the property of the Company and you must notify the Company of such accounts and regularly update such records including each such account that you open or close and all user details, logins, passwords or similar held by you from time to time in respect of such accounts.

- 14.16 **No Attachments:** Except as required by law, no right to receive payments under this Agreement shall be subject to anticipation, commutation, alienation, sale, assignment, encumbrance, charge, pledge, or hypothecation, or to execution, attachment, levy, or similar process or assignment by operation of law, and any attempt, voluntary or involuntary, to effect any such action shall be null, void and of no effect.
- 14.17 **Documents:** Upon execution of this Agreement, the Employee shall be required to provide to the Company copies of the following documents:
- a. 2 recent passport-sized photographs
 - b. Relieving letter issued by the Employee's most recent employer
 - c. Copy of most recent passport
 - d. Relevant educational certificates
 - e. Last drawn payslip
 - f. Permanent Account Number (PAN)

- g. Provident Fund UAN
- h. Birth certificate
- i. Driving license
- j. Aadhar card

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

**PLURALSIGHT INDIA PRIVATE
LIMITED**


Sign: 61B98AAEE45B4CA...

Name: Melanie Grayson

Title: Director

Date: Sep 19, 2022

EMPLOYEE

Sign: 47360EB719B947D...

Name: Prudhvi Rahj Kore

Date: Sep 19, 2022

ANNEXURE 1**TO:** Pluralsight India Private Limited**FROM:** Prudhvi Rahj Kore**DATE:** Sep 19, 2022**SUBJECT: Intellectual Property**

1. Except as listed in Section 2 below, the following is a complete list of all inventions or improvements relevant to the subject matter of my employment by **Pluralsight India Private Limited** (the “**Company**”), that have been made or conceived or first reduced to practice by me alone or jointly with others prior to my engagement by the Company:

☒ No inventions or improvements.

☒ See below:

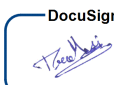
☐ Additional sheets attached.

2. Due to a prior confidentiality agreement, I cannot complete the disclosure under Section 1 above with respect to inventions or improvements generally listed below, the proprietary rights and duty of confidentiality with respect to which I owe to the following party (ies):

Invention or Improvement	Party (ies)	Relationship
---------------------------------	--------------------	---------------------

- | | |
|----|-------|
| 1. | <hr/> |
| 2. | <hr/> |
| 3. | <hr/> |

☐ Additional sheets attached.

DocuSigned by:

 47360EB719B947D...
Signature

39133724.1



Kamatham Venkata Sai Sravani

Emp ID: 3980

Blood Group: B+

TECNICS

Ref: WI/S-/HR/APP/21-22

Date: December 02, 2021.

To

Mr. Veedala Sai Ruthwik

Hyderabad.

Offer & Appointment Letter

Dear Veedala Sai Ruthwik,

With reference to your application and subsequent interview, we have pleasure in appointing you as "**Junior Business Analyst**" in our organization as per the terms and conditions mentioned here under.

You shall be appointed to the post of "**Junior Business Analyst**". Your joining date will be on or before **December 06, 2021**.

Your initial place of work shall be Hyderabad. However, your services are transferable to any other place or office of the company or any subsidiary or associate company, whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at that time.

The terms and conditions of your employment with Wintech Information Services are set forth below and in the Annexes A & B, copies of which you will be required to sign prior to your employment with Wintech Information Services.

As part of your employment, you would also have an opportunity to work on various assignments in and outside India at locations specified by Wintech Information Services, which may include client sites or sites specified by Wintech Information Services clients.

1. You will receive a total compensation package of **Rs. 2,16,000/- PA (Rupees Two Lakh Sixteen Thousand Only)**. The breakdown of compensation and benefits applicable to you is as per Annex B.
2. Your salary structure will include basic pay, house rent allowance, flexible benefits package, and variable pay benefits as detailed in Annex B.
3. You will be entitled for 26 days of vacation leave in accordance with the Wintech Information Services policy as applicable from time to time.
4. The Company reserves the right to terminate an employee at any time without assigning any reasons thereto. However, in such a case, notice period in accordance with Wintech Information Services separation policy will be applicable. The notice period applicable for separation from Wintech Information Services services is 30 days.
5. The first 6 months of your employment will be considered a probationary or settling-in period. The probationary period is meant for you and the Company to determine your suitability for employment confirmation. Your performance will be reviewed before the completion of your probationary period. Your probationary period may be extended for at least one (1) month or up to a maximum of three (3) months if the Company deems it necessary. Such extension, if required, will be made known to you in writing before the expiry of the probationary period. If, in an unlikely situation of Wintech Information Services having to terminate your services during the probationary period, it will be done with a notice period of one month or the basic salary in lieu of one month's notice period.

6. You are required to devote yourself exclusively to the business of the Company and will not undertake any work for remuneration (part time or otherwise) with any other company during the period of your employment with Wintech Information Services. This includes work in an advisory capacity or be interested directly or indirectly (except as shareholders or debenture holders) in any other trade or business during your employment with Wintech Information Services without express written permission.
7. During your employment with Wintech Information Services, you shall be subject to, and have to abide by, the rules and regulations stipulated by Wintech Information Services. Wintech Information Services may, at its discretion, modify, from time to time, the benefits, rules and regulations, as it deems fit, without notice.
8. In all instances, Company policy and practice will comply with any applicable laws/ordinances.

Annexure- A

Terms and Conditions of Employment

1. Your individual compensation is strictly between yourself and Wintech Information Services. This information and any changes made therein should be treated as personal and confidential.
2. If any information furnished by you to Wintech Information Services is found at any time during your employment to be incorrect or false, and /or if you have suppressed material information regarding your qualifications and experience, Wintech Information Services may terminate your services without notice or compensation.
3. If, during the course of your employment, you are provided with any Wintech Information Services assets, you shall maintain the same in good working condition.
4. You will not at any time, without the consent of the undersigned, disclose or divulge or make public, except on legal obligation, any information about the business, affairs or secrets of our Company or that of the Establishment you will be working for, whether the same may be confined to you or become known to you in the course of your services and work in the establishment or otherwise, to any other individual or Institution or any customers, while working in the establishment or even after you leave our services.
5. If you conceive any new or advanced methods of improving the work or system in relation to the operation of the Establishment or its business, such developments will be fully communicated to the Establishment
6. Where you are sent to work and will remain the sole right / property of the Establishment.
7. You are expected to maintain high standards of discipline, efficiency and integrity.
8. You will not be disclosing any of our client's information and internal information, database and contacts of our clients and our internal employees to any outsider. You are also instructed not to use those contacts and database after you leave Wintech Information Services in any circumstances for your own venture or sharing that information to any of your members for business or any service purpose. In the event of such misuse Wintech Information Services will take legal action.

9. Exit Policy: In case of if you are leaving Wintech Information Services, or in the event of your termination/ suspension, You are instructed not to own/start any venture or any business related to the clients whom we are dealing with currently which are mentioned below, other list of my clients posted in the Wintech Information Services manual.

10. You will retire in the normal course of events from employment with Wintech Information Services at the end of the month in which you reach the age of superannuation, which is 58 years.

11. You shall not at any time disclose to anyone any information, know-how, knowledge, secrets, methods, plans, drawings, designs and the like of Wintech Information Services. Also, you shall not take any technical documents or information or copies thereof belonging to Wintech Information Services outside the office unless specifically entrusted to you in writing.

Annexure- B

Compensation Work Sheet:

Name : Veedala Sai Ruthwik
Position : Junior Business Analyst
Location : Hyderabad

Salary Details (Figures in INR)

Compensation and Benefits		
Particulars	Monthly(Rs)	Anually(Rs)
Basic	6060	72720
HRA	3030	36360
Special Allowances	2727	32724
Conveyance	1600	19200
City Compensation Allowance	3333	39996
Medical Allowance	1250	15000
Gross Salary	18000	216000

If you have any questions concerning anything in this offer letter, please feel free to get in touch with your recruitment.

We are excited to have you join us and welcome you to the Wintech Information Services family.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Warm Regards,

For Wintech Information Services,



Santhosh Kumar
HRD – Human resources



Deloitte.

Muddamchitti Adarsh



Personnel No: 756024

Blood Group: B+ve



padakanti
akshaya

BE YOURSELF, MAKE A DIFFERENCE.



06-Sep-2023

C8291003



**For Accenture use only*

Lavanya Dontheneni
10-4-177/1/d,Dharmapuri colony,Saroornagar,hyderabad. 500035
Management Level - 13
Sublevel - 3

Job Profile - Trust & Safety New Associate
Job Family Group - Content
Business Deal - Digital Operations

Dear **Lavanya**,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Hyderabad**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

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

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

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 5 'Documentation'.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 255200** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the employee application form (EAF) is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Lavanya, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **s.varthya** at **9491471719** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Jal
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

[Insert full legal name]
Date:

Candidate's signature_____

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 220000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 220000	INR 255200

(C)#Additional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 3700
Notional Insurance Premium paid by Company	INR 13700

(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(E)Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 3300 (discount opportunity with an optional investment of 10% of gross pay and no change in share price)

**Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 220000/-**; Annual Fixed Compensation includes allowances, any shift premiums for working in non-standard hours where applicable, for example, night shift premium, and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus: You will be eligible to participate in the FY24 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 16% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

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

Benefits applicable for current Company financial year:

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

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 4 Dependent children	INR 5,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 705,000/- (If you contribute towards Employee Provident Fund)	Company

1. a) Medical Insurance for self, spouse/partner and 4 dependent children up to INR 5,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law up to INR 20,00,000 and siblings up to INR 10,00,000 and any under a separate Insurance plan. You also can avail optional Top-Up Policy for yourself and your dependents (spouse/partner and 4 dependents children) up to INR 30,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

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

- 10% of such claims for self, spouse/partner and 4 dependent children
- 20% of such claims for parents, parent's in-law and siblings under the separate Insurance plan.

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

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

3. Life Insurance coverage equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000.

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

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

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

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

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

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

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

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

GST Clause:

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

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

General Tax:

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

REMOTE WORKING CONDITIONS - DECLARATION

NOTE:

- You will be expected to work from the office at a frequency determined by your project / role and you are expected to reside at your assigned / tagged location (referred as your **Accenture Base Location**)
- Your remote working is subject to strict compliance to the conditions mentioned below. In case of non-adherence, you will have to work from the office at your Accenture base location

While working remotely:

- I understand and agree that I will continue to be governed by all clauses and obligations as set out in my Offer Letter, Terms of Employment & Accenture policies, as amended from time to time.
- I agree and accept that I will adhere to Accenture and client specific requirements around confidentiality and intellectual property
- I agree that I will use a secure and private workspace to meet the confidentiality requirements of my role
- I agree and undertake to follow the work timings defined by my organization
- I understand that it is my responsibility to ensure that power and internet connectivity access is available to perform my role
- I understand and confirm that I will be responsible for safety and security of the company assets assigned to me
- I understand and agree that I will be responsible for my well-being, health and safety while working remotely

I agree and acknowledge that my Terms of Employment, regulatory compliances, and any disputes connected thereto would be governed by jurisdiction of my **Accenture Base Location**

ANNEXURE 4

DECLARATION

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

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

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

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Date:

ANNEXURE 5

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card - We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.



cognizant

Gudla

Charmila





SAI

Chintamani

20153430

AVAYA



Sun Life Assurance Company
of Canada
1 York Street
Toronto, ON M5J 0B6
www.sunlife.com/

March 1, 2024

Krishna Arun Nidamarti

431 Elson Street
Markham, ON L3S 4T8
Canada

Dear Krishna Arun,

It is a pleasure to extend this Offer of Employment to you with Sun Life Assurance Company of Canada ("Sun Life Financial") for the position of Red Team Operator. Your employment type will be Temporary (Fixed Term) and Full time.

Your primary work location will be the Sun Life Toronto One York Office located at 1 York Street, Toronto, ON M5J 0B6.

We are proud to be a hybrid organization that offers our employees the choice and flexibility to work from both the office and remotely based on the needs of the business, our Clients and you! This means that sometimes you will work in the office and sometimes you will work at home, with the frequency of each defined through discussion between you and your leader. There may be additional times that you will need to come in to participate in events, to collaborate, or for business continuity purposes.

You will be provided with the tools that you need to be effective, wherever you are working (e.g., laptop, headset, etc.). When you work remotely, you will be expected to maintain certain professional standards for your workspace, including but not limited to a stable internet connection and a private place to work. For more details, refer to the Sun Life Virtual Working Framework.

We're excited to welcome you to Sun Life and look forward to seeing you in the office and virtually!

7:06



B... 18 May 2022

to me



From B R, Aiyappa
aiyappar@amazon.com

To mouli.7092@gmail.com
mouli.7092@gmail.com

Date 18 May 2022 at 12:57 PM



Standard encryption (TLS)

[Learn more](#)

Dear P R Chandra Mouli,

Congratulations! This email is to formally offer you the job of **Transportation Specialist** for Amazon in **Hyderabad**.

We are pleased to inform you that you will be working with us shortly and your date of joining is **30 May 22 (Non-Negotiable)**.

Your **gross salary** for the role will be



Private & Confidential

HRD / Aptlr / RH6929243
Employee ID: 5081208

September 11, 2021

Plot no 241, Balaji Nagar colony,,
Hastinapuram, Bnreddy,,
Hyderabad - 500070

Dear Kambalapally Prashanth Reddy,

Congratulations!

With reference to your application, clearing the selection process and acceptance of our offer letter dated **September 11, 2021**, we are pleased to appoint you in the services of ICICI Prudential Life Insurance company Ltd (hereinafter referred to as 'the Company').

Your designation is **FINANCIAL SERVICES CONSULTANT** and you are placed in 1. The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India or overseas. Your emoluments for the position will be as per Annexure I and the terms of engagement with the Company are as outlined in Annexure II.

Kindly sign this appointment letter and share a copy to reach us within period of 7 days from the receipt of this letter as a token of your acceptance of the Terms and Conditions as mentioned in Annexure I & II.

We look forward to working with you and wish you a long and successful career with the organization.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Manmay', with a stylized flourish underneath.

Manmay Madiman
Senior Vice President, Human Resources



RAGIPANI SIDDHARTH

Employee ID: 603208

wipro



**G Nithisha
Reddy**

40097963





Rikkala
Sumana Sree
40098758



Date : 04-May-2022

Vangeti Vineeth Reddy

Plot no 22,H no 5-4-1659,Narashima Rao nagar,vanasthalipuram,Hyderabad-500070

Dear Vangeti,

Subject: Offer of Employment with GlobalLogic Technologies Private Ltd.

Congratulations on your selection at GlobalLogic!

We are delighted to offer you the full-time position of **Associate Analyst, Content Engineering (CE02)** at Globallogic Technologies Private Limited (hereinafter “GlobalLogic” or “Company”). You will be based in and work from Hyderabad however, based on the position’s requirements; you may be required to work anywhere in India or abroad. You are being appointed for our upcoming new SEZ unit and you may be suitably relocated, as soon as the necessary government approvals are in place and the space is ready for use.

Your joining date would be **05-May-2022**. Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon joining the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.
2. You shall be required to work for 9.5 hours in any shift (including night shift and lunch break) as may be required by the Client from time to time. While working for Client on projects, working hours and notified holidays of the client may apply.
3. At the time of tendering resignation you shall be required to give **Sixty (60) days** notice in writing. Your services in the company shall be terminable by giving **Sixty (60) days** notice or Basic salary in lieu thereof as per discretion of the management. Your last working day will be subject to the fulfillment of notice period, proper handover and any other conditions as may be communicated to you in writing by the Company



Mailing | U-3, 6th Floor Block -1,
DLF Info City Hyderabad Ltd.,
IT/ITES SEZ, Gachibowli Village,
Serilingampally Mandal,
Rangareddy Dist, TS, India - 500019



Registered | 6th floor, Block 1,
DLF Cyber city, Hyderabad,
Telangana 500019
Phone | 91.40.6141.9900



Phone | 91.40.6141.9900



Web | www.globallogic.com
Mail | info@globallogic.com



CIN | U72200TG2006PTC067980
GlobalLogic Technologies Private
Limited (Previously known as
GlobalLogic Technologies
Limited)

4. This offer letter is subject to further conditions that:
- a) Your employment is subject to your approval and signing of our Non Disclosure Agreement (NDA) at the time of joining.
 - b) Your appointment is contingent upon successful completion of a background check as per GlobalLogic and Client Background check verification process.
 - c) We reserve the right to end our employment agreement with you should the results of your background investigation not be successful.
 - d) This offer is valid up to **subject to your joining GlobalLogic on or before the given joining date.**
5. Your confidentiality obligations are as detailed below:
- a) You must not use or disclose to any person any confidential or other potential business transactions, information relating to Company and its Clients business (including, without limitation, computer programs, manuals, source code, object code, technical drawings and algorithms, supplier or potential supplier names, customer or potential customer names and expertise of entities, business contacts, employees and consultants, know-how, formulae, methods of doing business, processes, ideas, inventions, (whether patentable or not), schematics and other technical, business, financial, customer and product development plans, forecasts, strategies, and information, any information relating to the Company or its Clients including the details of the Clients, vendors, and their terms of business, financial information (save to the extent that these are included in published audited accounts) which comes in your possession and which the Company regards, or could reasonably be expected to regard, as confidential, whether or not such information is reduced to a tangible form or marked in writing as “confidential”, and any and all information which has been or maybe derived or obtained from any such information) and/ or any other potentially sensitive business information relating to our business or our clients which may come to your knowledge during the course of your employment. The aforementioned information shall collectively be referred to as “Confidential Information”.



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- b) This obligation applies both during and after your employment with us. We consider confidentiality as an extremely important issue and will take appropriate disciplinary action in the case of unauthorized disclosure of confidential information.
- c) This clause is not intended to prevent you disclosing information required by or allowed by law.
- d) This clause is to be read in conjunction with the Non-Disclosure Agreement that you will sign at the time of joining the Company

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be **HR SPOC at GlobalLogic Technologies Private Limited, Unit-3 6th Floor, Block-1, M/s DLF Assets Pvt Ltd, Codeveloper for M/s DLF Infocity Hyderabad Ltd, IT/ITES SEZ, Gachibowli Village, Serilingampally, Mandal, Ranga Reddy District. location.** You are requested to report to our office situated at () at 9.30 am.

For **GlobalLogic Technologies Private Ltd.**



Padmini Mani Giri
Authorized Signatory

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **05-May-2022.**

Date:

Signature:

(Vangeti Vineeth Reddy)



Mailing | U-3, 6th Floor Block -1,
DLF Info City Hyderabad Ltd.,
IT/ITES SEZ, Gachibowli Village,
Serilingampally Mandal,
Rangareddy Dist, TS, India - 500019



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Annexure -1 Salary Structure	
Name : Vangeti Vineeth Reddy	
Designation: Associate Analyst, Content Engineering	Grade: CE02 Band: X
WEF: 05-May-2022	Location : Hyderabad
Section A - Gross Fixed Salary Break Up	
Monthly Components (In Rs.)	
Basic	10000
House Rent Allowance	1251
Statutory Bonus Information	1800
Special Allowance	0
ESI Information	424
Total Monthly (A)	13475
Total Monthly Annualised (B)	161700
Annual Components (In Rs.)	
Provident Fund (As per the PF Act 1952)	14400
National Pension Scheme~	0
Total Annualised (C)	14400
Total Fixed Annual Gross Salary (B + C)	176100
Section B - Additional Benefits	
Retirals & Health Benefits (Annualized Amount)	
Gratuity	5769
Mediclaime Insurance	1100
Total of Section B	6869
Total CTC (Section A + B)	182969
Incentive Indication(per annum)**	36000
Max Annual Total Remuneration	218969
<p><i>In addition to Mediclaime, employee will be covered under below additional benefits -</i></p> <ol style="list-style-type: none"> 1. Group Term Life Insurance worth Rs. 5 Lacs, 2. Group Personal Accident Insurance worth Rs. 2 Lacs <p>~ An employee contribution of 0.75% will be deducted from employees in hand salary Employer ESI contribution shall be at the rate of 3.25% of the gross salary.</p> <p>** Incentive amount is not a guaranteed amount of your CTC. It may be higher, lower or nil per the terms described herein. Only top performers are eligible to get this incentive basis their monthly/ quarterly performance. The incentive amount may also be fixed for certain specific projects. The incentive program is discretionary, subject to change and based on individual and company performance. It is pro-rated to the duration spent with GlobalLogic for the financial year and will be paid to you only if you are active on GlobalLogic's payroll on the day the incentive is paid.</p>	

For GlobalLogic Technologies Private Ltd.

Signature

Padmini Mani Giri
Authorized Signatory

Vangeti Vineeth Reddy
Associate Analyst, Content Engineering

Mailing | U-3, 6th Floor Block -1,
DLF Info City Hyderabad Ltd.,
IT/ITES SEZ, Gachibowli Village,
Serilingampally Mandal,
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Limited)

Annexure -2

As part of the joining process, you are expected to get originals, for verification, of the following documents:

1. Personal Data:

- a. Passport
- b. 8 Photographs (Passport size)
- c. PAN No. Details. In case of non-availability of PAN, photocopy of application.
- d. Mark Sheets and Certificate of Class X & Class XII
- e. Graduation Certificate
- f. Post Graduation Certificate
- g. Mark sheets for all semesters during Graduation & Post Graduation
- h. Mark sheets and Certificates of Diploma(s)
- i. Mark sheets and Certificates of any training(s) attended
- j. Any other additional diplomas/certificates (Mark-sheets)
- k. UAN (Universal Account Number)
- l. AADHAR Card mandatory

2. Previous Employment Record:

- a. Relieving Letter and Work Experience Certificate from all previous employer(s) showing duration of employment, projects worked and technology used (where ever possible)
- b. Copy of the resignation letter
- c. Salary slip/ certificate from the last employer
- d. PF Account No., Regd Address of PF Trust / Commissioner for last 2 companies Income Tax
- e. Form 16/ TDS certificate from ex-employer

For **GlobalLogic Technologies Private Ltd.**



Padmini Mani Giri
Authorized Signatory



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Limited)



TATA CONSULTANCY SERVICES



**USHA
TALARI**

Card No 994463
Associate No 2192864

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

Date: 11-Mar-2022

Ette Ravali
Flat No-201,Aditya Enclave,Panchavati colony,Manikonda,Hyderabad-500089

Dear Ravali

Ref : Offer Letter dated **11-Mar-2022**

You have been offered a position of **Associate Analyst**, Content Engineering vide an Offer Letter dated **11-Mar-2022** and your date of joining with GlobalLogic Technology Private Limited ("**GlobalLogic/ Company**") was stated to be **14-Mar-2022**.

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.

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 it-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,



Gorky Chenna
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 **14-Mar-2022** and will physically report to the Company premises as and when informed by the Company officials.

Date:

Signature: _____

Acads360 India Private Limited

Date: 16-02-2024

Name: CHILUKURI RAMANAND

Location: Hyderabad

Sub: Letter of Appointment

Dear CHILUKURI,

We are pleased to offer you the position of **Functional Analyst** in the **Project Management** team on the following terms and conditions.

1. Your compensation package will be CTC **@310000/-** per annum including Telephonic expenses and travel allowances locally. Additional personal health insurance of **5 Lakhs** is also covered apart from CTC. This offer is valid Subjected to the joining on **19-02-2024**. Your salary will be payable as per the addendum in accordance with the company policy and payroll procedure. You shall be working in flexible hours based on the Company requirements.
2. You will be eligible for Annual Performance bonus based on the attainment of performance targets as set by the Company and other prescribed objectives. The Company shall have absolute discretion vis-à-vis payment of performance bonus and no employee has a right to claim performance bonus.
3. You shall be expected to operate with the highest degree of initiative, efficiency and responsibility. You will at all times act bearing in mind the best interests of the Company and will at no time, do or say anything which compromises the Company's goals or reputation.
4. You will report to the **Rajath S Sakhare** or his /her nominee.
5. You may quit the services of the Company at any time with due notice or in lieu of salary thereof, just as the company may conclude its employment relationship with you at any time without assigning any reasons with due notice or salary in lieu thereof. The first six (6) months of your employment with the company will be on probation period, during which time your performance will be evaluated to determine if your performance meets company's requirement. The notice period applicable would be one month during the period of probation and on confirmation the notice period would be of two months. During the notice period the Company reserves the right to require the employee to serve full notice period and complete the assignment based on business needs.
6. Your services will be liable to be transferred from one place/location to another and/or from one department to another either existing or to be set up in future, anywhere purely at the discretion of the company. On such transfer, you will be governed by the rules and regulations and other working/service conditions as applicable at the place of posting.

Salary Structure is bifurcated as under:

EARNINGS	MONTHLY	YEARLY
Basic	8,833.33	1,06,000.00
HRA	3,975.00	47,700.00
Medical Allowance	1,250.00	15,000.00
ACADS360 Allowance	9,275.00	1,11,300.00
LTA Reimbursement	2,500.00	30,000.00
TOTAL EARNINGS (A)	INR 25,833.33	INR 3,10,000.00
DEDUCTIONS	MONTHLY	YEARLY
PF Employee	1,800.00	21,600.00
PF - Employer	1,800.00	21,600.00
TOTAL DEDUCTIONS (B)	INR 3,600.00	INR 43,200.00
TOTAL (A-B)	INR 22,233.33	INR 2,66,800.00

Non-disclosure Agreement:

- You shall not at any time, disclose to anyone any information, know-how, knowledge, secrets, methods, plans, drawings, designs, etc. of the company. Also, you shall not take any technical documents or information or copies thereof belonging to the company outside the office unless specifically entrusted to you in writing.
- You will not undertake business of similar nature with any other company during the period of your employment with this company.
- If, during the course of your employment with this Company, you are provided with any Company assets, you shall maintain the same in good working condition and you shall return the assets to this Company prior to you ceasing to be in the employment of the Company. Any dues to be paid to you on your ceasing to be in the employment is liable to be withheld by the Company if the said assets so provided by the Company are not returned to the Company, apart from the Company's right to proceed against you as per the applicable law.
- You shall surrender all the records, correspondence and such of the papers connected with the business in the eventuality of your ceasing to be in the employment of this Company.
- During your employment with the Company, you shall be subject to, and have to abide by, the associate handbook, rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules, regulations and policies, as it deems fit, preceded with notice.

We look forward to have a bright future with the organization, and welcome you to our Acads360 family.

Thanking You,

ForAcads360 India Private Ltd.



Nitesh Reddy Pathuri

wipro



Penivelli
Sravan

20344067



wipro



B S

Abhishek

40101015



L E T

PTG Offer Letter _Pallerla Madhulika_ Junior Software Engineer

Inbox x



Ramya Tallapalli <ramyasree.tallapalli@peopletech.com>

to me, Recruitment ▼

Fri, 1 Jul 2022, 12:57



Hi **Pallerla Madhulika**,

We are pleased to offer your employment with our organization as "**Junior Software Engineer** ", Please find the attachment with details of the offer.

As per discussion, you can join us on or before **4th July 2022** by **10.00 AM** for the virtual onboarding joining formalities.

VENUE:

RMZ Futura Block B,

Plot No 14 and 15,

Phase 2, HITEC City,



Nimanagoti Nikhitha
Employee No. : 887116

A handwritten signature in black ink, appearing to read 'H S / 12'.

Issuing Authority



ICICI Bank

Ref No. 312503

Private & Confidential

Date: 18 August 2021

Mr. Kesavarapu Sai Kiram,
H.no : 1-4-36, Pragathi Nagar,
Opp.krishnaveni Talent School, Bhongir,
Yadadri Bhongir District
Nalgonda - 508116

Dear Kesavarapu Sai Kiram,

Subject : Offer Cum Appointment Letter

In furtherance to your application, mutual discussions and based on the credentials submitted by you, we are pleased to offer you the position of **Trainee** in Grade **S0 (Trainee)** with our company, KFin Technologies Private Limited. Your appointment shall be subject to your acceptance of the terms and conditions mentioned herein below:

1. Date of joining, posting & location

- 1.1. You shall join the company on **19 August 2021** at **Hyderabad**.
- 1.2. The position is transferable to anywhere in India or abroad within same department or any other department of the company or its associate concerns, without affecting your remuneration and benefits in terms of this letter. Any posting with respect to outside India shall be governed as per the local laws of such country on case to case basis.

2. Compensation

- 2.1. You shall be entitled to an Annual Gross Fixed Compensation of **INR 1,80,000/- (Rupees One Lakhs Eighty Thousand only)**. The detailed break-up of your compensation structure is given in the **Annexure - I** to this letter.
- 2.2. The payment of your compensation shall be governed by and subject to the Human Resource Policies of the Company as may be modified from time to time.
- 2.3. The revision of pay scale including allowances (as applicable) shall be fixed at the discretion of the Company.

3. Probation Period

- 3.1. You shall be on probation for a period of **12** months from the date of your joining, which may be extended for such further period as may be fit and deemed necessary by the Management.
- 3.2. You shall receive a written communication upon satisfactory completion of your probation period.

4. Notice period

- 4.1. The company may terminate your services without assigning any reason by giving 60 (Sixty) days' prior notice or payment of Gross Monthly Salary in lieu of the notice period.
- 4.2. In the event you wish to resign from the services of the Company, you shall serve a prior notice period for 60 (Sixty) days. Depending upon business requirement and other factors, the management may, at its discretion, agree to relieve you earlier, in the event of which you shall pay gross monthly salary in lieu of the notice period short fall.

5. Working hours

- 5.1. You shall work for 48 (forty eight) hours per week excluding break period for lunch, snacks and recreational activities in terms of the Statutory provisions.

Karvy Fintech Private Limited (KFintech)

(Formerly known as KCPL Advisory Services Private Limited)

Registered & Corporate Office.

'Karvy Selenium Tower – B', Plot No 31 & 32, Gachibowli

Financial District, Nanakramguda, Serilingampally, Hyderabad - 500 032, Telangana, India.

Ph: +91 406716 2222, 3321 1000 | www.karvyfintech.com | CIN : U67200TG2017PTC117649 **1 of 8**

Ref No. 312503

- 5.2. You shall follow the working hours & shift timing of the Company at the place of your posting. Any change in the working hours shall be informed to you in due course.
- 5.3. You understand that the company does not provide any transport facility and you shall make your own arrangements for transport to & from office.
- 6. Compliance with Company's Policies**
- 6.1. You shall, at all times, comply with the company's policies, procedures & service regulations which are available online on the HR Intranet. Any violation would entail necessary departmental & legal action.
- 7. Duties and responsibilities**
- 7.1. You shall diligently, honestly, faithfully discharge your duties and responsibilities as detailed in **Annexure II**.
- 7.2. You shall conform to the directions and advice given to you by your superiors in performance of your duties.
- 8. Code of conduct**
- 8.1. During the term of the employment & the period after resignation and/or termination, you shall not indulge in writing any unsolicited mails or spamming the company or its officials or management imputing or intending to cause annoyance, inconvenience, insult, injury, criminal intimidation, enmity, hatred or ill will.
- 8.2. You shall maintain utmost integrity, practice high level of professionalism in business etiquettes, selection of attire, choice of language in conversation and in over-all conduct in all your actions, so performed.
- 8.3. You shall maintain and support a congenial, disciplined and participative work environment that fosters team spirit and high performance standards. You shall ensure protection of Company's interest and matters relating to its business.
- 8.4. You shall not indulge in any act that may cause harm to the reputation and goodwill of the company or its officials or management.
- 8.5. You shall not defame or attempt to defame the company, its officials or management by words either spoken or written including social media.
- 8.6. You shall strictly abstain yourself from involving in any act of fraud, misrepresentation and wilful neglect. You shall also strictly abstain from involving yourself in dealing with company's money, material and documents in any dishonest and/or unethical manner.
- 8.7. You agree, undertake and acknowledge that you will follow all the terms of the company's policies and code of conduct at all times.
- 8.8. In case of any violation of company's policies (including but not limited to the above terms), the company shall be entitled to take (including but not limited to), any disciplinary action against you and any appropriate legal action against you, as it deems fit and necessary, including terminating your services with immediate effect.
- 9. Indemnity**
- 9.1. You shall indemnify and hold harmless the Company, its officers and directors against any losses, damages, proceedings which the Company might suffer due to any wrongful, malafide acts, negligence and gross dereliction of duties on your part.
- 9.2. Such indemnity shall not prejudice the right of the Company to take necessary disciplinary action including termination of your services and/or legal action on such account, or the right of the Company to seek other remedies which the Company may have to make good the loss or damages.

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10. Confidentiality and Intellectual Property Rights *(Copyright, Patents, Trade Marks and Geographical Indicators)*

- 10.1. You understand that company would be providing you sensitive and confidential data (including personally identifiable information, business information and company's proprietary information including but not limited to company's business strategies, standard operating procedures, processes, company's intellectual properties, financials, customer & client information lists, price sensitive information including any trading related information of the company, its affiliates and business partners), which if disclosed to any 3rd party would cause irreparable harm and loss to the company. In view thereof, you shall protect and keep all the Data so exchanged in furtherance to this employment strictly confidential during and after the period of your employment with the company, and shall share the data strictly only with the employees and/or clients who are involved with processing such information or data on "Need to Know" basis, only for the limited business purposes.
- 10.2. You shall also maintain strict confidentiality of the information regarding your compensation package and shall not disclose the same to other employees.
- 10.3. All the intellectual property rights with respect to the work done during your term of employment shall belong solely to the company including copyright, patents and trademarks.
- 10.4. Any violation or compromise with the intellectual property rights of the company by you and the unauthorized disclosure of confidential information shall constitute a serious misconduct and the company shall be entitled to take appropriate disciplinary action and legal action against you as deemed appropriate.

11. Non-solicitation & non-compete

- 11.1. You understand that you may, during the course of your employment, have access to the vital information and data of the company that is unique to the business operations and processes of the company. Exposing this information and/or data to the company's competitor would cause irreparable financial loss and consequential damage like loss of business, reputation, et cetera. In view thereof, you shall not, (a) during the term of employment engage in any business activity which is competitive with the company, and/or (b) for a period of 1 (one) year immediately post termination of employment work for any company which competes with the company.
- 11.2. During the term of employment and for a period of 2 (two) years post termination of employment, you shall not, directly or indirectly (for any reason whatsoever), (a) induce or attempt to induce any employee of the company to leave the employment of the company, (b) in any way interfere with the relationships between the company and any employee of the company, (c) take on employment any employee of the company.
- 11.3. During the term of your appointment with the Company and for a period of two (2) years post termination of employment with the Company, you shall also not influence and/or induce or attempt to influence and/or induce any customer, supplier, licensee or other person or entity that, (a) is and/or has done business with the company to cease doing business with the company, and/or (b) in any way interfere with the relationship between any such customer, supplier, licensee or other business entity and the company.

12. Undertakings:

- 12.1. You undertake that the assurances, undertaking, et cetera, in regard to your education/qualification certificates, work experience certificates, previous employers' certificates and all other certificates, information, declarations and undertakings are true and correct. In the event of any information furnished by you is found to be untrue through any source including background verification check, your services shall be liable to be terminated without notice.

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- 12.2. You undertake that there are no legal actions and proceedings pending against you by any government authority and/or have been convicted of any criminal offence.
- 12.3. You hereby declare that you are free from any health problems (physical and mental) including any contagious disease. You shall submit a medical certificate from such medical practitioner and/or hospital as required by the company.
- 12.4. You declare that there are no claims, damages or legal actions of any nature instituted against you by any institution, authorities including previous employer(s). You further declare that no legal cases have been instituted against you in past or currently in progress even in your personal capacity.
- 12.5. You agree that in the event the company transfers or deposes you outside India on any assignment, within the group company or its business partners including clients, for any training or in furtherance of your employment including at any clients' place of business or in any associate concern of the company, or for any external training, you shall have to serve the company for a minimum period of 1(one) year post your return to India on completion of such assignment / training & not even tender resignation during such period of one year. You further agree that in the event of your decision to leave the company before completion of one year as stated above, you shall be liable to repay the entire cost incurred on you by the company towards such transfer or deputation including training along with such compensation as may be fit and necessary under the circumstances towards other incidental expenses. You shall indemnify the company to the extent of loss the company may have suffered in this regard. In furtherance to the same, you agree to sign & execute any document/s that may be required by the company.
- 12.6. The company follows highest level of ethics and follows the law of the land in conducting business and offering employment in different geographies. You are required to deal with the Company's information, money, material and documents with utmost honesty and professional ethics, more specifically while dealing with our respective customers and business partners including clients.
- 12.7. You herewith agree and undertake to abide by the information technology policies and rules framed by the Company from time to time.
- 12.8. You shall, post-resignation & termination from employment, remove your job status as employed with Kfintech on any social media network. In the event of resignation or termination, you shall continue to be governed by the company's policies during the notice period.
- 13. Safe custody of company property and recovery of dues**
- 13.1. You will be responsible for the safekeeping and good condition and order of all the Company property entrusted to your care and charge.
- 13.2. The Company reserves the right to recover from you any unauthorized expenditure incurred, repossess any company property lying in your possession, seek refund of any unsettled loan or unsettled advances taken and any payments due to the Company from you.
- 14. Exclusivity**
- 14.1. During the term of your appointment/employment with the company, you will work exclusively for the company and will not engage, in any manner whatsoever, in any other gainful or commercial employment or business or activity, either part time or full time, directly or indirectly, nor will you engage in any activity that conflicts with your obligations towards the Company.
- 15. Severability**
- 15.1. During the term of your appointment/employment with the company, you will work exclusively for the company and will not engage, in any manner whatsoever, in any other gainful or commercial employment or business or activity, either part time or full time, directly or indirectly, nor will you engage in any activity that conflicts with your obligations towards the Company.

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16. Resolution of dispute

- 16.1. All disputes or differences arising in connection with this letter shall be subject to the jurisdiction of courts in Hyderabad only irrespective of your working location.

17. Retirement

- 17.1. You will automatically retire from the services of the company at the end of the month in which you attain the superannuating age of 58 years. Your date of birth as recorded by us is **9 November 2000** and further this date of birth will be used to calculate your age of superannuation.

18. Handing over process

- 18.1. In case of your disassociation from the company due to any reason, before relieving from the services of the company, you will be required to complete your pending tasks and undertake a formal hand-over of charge of your job responsibilities to a designated official of the Company identified by the Head – HR or your immediate supervisor. You shall hand over to the designated personnel charge, all material, information and property belonging to the company and in your possession at the earliest and not later than the last working day.
- 18.2. In case of your departure without completing the hand-over procedure as per the prevailing policy of the company, the company reserves the right not to settle your accounts and not to pay any amount as might be payable to you.

19. Termination of employment

Under certain specific circumstances as mentioned below, your employment can be terminated by the company anytime without providing any notice or compensation in lieu of notice whatsoever.

- 19.1. Breach of any terms of this appointment, code of conduct, policies & procedures of the company.
- 19.2. In the company's opinion, in the event you are found to be guilty of any act of gross misconduct or indiscipline on account of falsification, dishonesty, misappropriation, dereliction of duty in discharging your duties and functions, irregular attendance and neglect of duty.
- 19.3. Absence from your normal place of work for more than Five (5) days continuously without appropriate reasons & prior approval for leave.
- 19.4. Consistent non-performance by you as per the verdict of the company.
- 19.5. In the event of being convicted of any criminal offence by any court of Law.
- 19.6. In the event of being found mentally or physically incapacitated to discharge your functions.
- 19.7. In the event of intended termination from services on the grounds mentioned above, the company shall seek your explanation in writing detailing the breach and will provide you seven days' time for furnishing your explanation formally. The company reserves the right to accept or reject any such explanations provided by you and at the same time, the company reserves the right to terminate your services without notice, where the company is prima-facie convinced of the breach of a serious nature. The company's decision to discontinue your services shall remain final and binding on you.

20. General

- 20.1. You undertake to show courteous behavior towards any member of the public that you come across.
- 20.2. The company will deduct taxes as appropriate and consistent with the Indian Tax regulations. You shall be responsible for your tax liabilities under all applicable Tax Laws and Regulations.
- 20.3. In case you are required to undertake travel for company's business, you are entitled to such travel expenses/allowances as may be in force from time to time.

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- 20.4. In case of any change in your residential address or any relevant changes in your personal data during your employment with the company, it shall be your duty to intimate the same to the company in writing within three days from the date of such change.
- 20.5. All communications mailed to you by the company to the latest address given by you by Registered post, shall be deemed to have been received by you and also if you provide email address, the information sent to your email address will be treated as sufficient notice to you.
- 20.6. The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etcetera, and amendments thereof as applicable to you and as may be amended from time to time.
- 20.7. Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR manual and other policies and procedures of the Company as applicable and as may be amended from time to time.
- 20.8. You shall not indulge yourself in any activity (verbally, physically or by your behavior) causing annoyance, disrespect and harassment in any manner whatsoever to your co-employees, seniors, subordinates, clients and customers. You shall also not do anything or cause to do anything which shall bring dishonor and/or disrepute to the company or engage in unlawful/immoral activities.
- 20.9. If at any time you are involved in any legal/administrative/quasi-judicial proceeding(s), you shall immediately inform the company the details thereof.
- 20.10. You shall not at any time use your association with the company to gain unfair advantage for personal purposes.
- 20.11. In the event of termination of your employment by the company and/or your resignation before completion of 12 months in service, you will need to refund joining bonus paid to you at the time of joining along with any expenses incurred by the company on account of your relocation & joining.
- 20.12. The terms and conditions that are not specifically set forth in this letter will be determined pursuant to the applicable laws of India and the company's policies and code of conduct, which may be amended from time to time.
- 20.13. This Agreement shall be governed by and construed in accordance with the law of India and to the extent applicable any law of the land where you may be transferred or deputed.

We wish you a long and happy association with us.

Thanking you,
for **KFin Technologies Private Limited**
Sd/-

Sumanth Rao Thanam
Assistant General Manager
Human Resources

Please Note : This is an on-line letter, hence, does not require any authorized signature.

Enclosed: (i) Compensation Structure (Annexure I)
(ii) Role & Responsibilities (Annexure II)

Acceptance

I have read and understood the above Terms & Conditions hereby signify my acceptance

Name:

Date of Joining

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Annexure – I

Compensation Structure

Name: Kesavarapu Sai Kiram Designation: Trainee
Grade: SO (Trainee) Location: Hyderabad

Breakup of your compensation is as under:

Particulars	Amount in INR per month	Amount in INR per annum
Basic	5,250	63,000
HRA	3,150	37,800
Provident Fund (Employer Contribution)	1,157	13,884
Special Allowance	3,393	40,716
Advance Bonus	1,050	12,600
Shift Allowance	1,000.00	12,000.00
Fixed CTC	15,000	1,80,000

(Rupees One Lakhs Eighty Thousand only)

Other benefits:

Personal Accident Cover: : Personal accident cover for self in cases of death or disability
Mediclaim : Covered under ESIC or Mediclaim Insurance for Self, Spouse and Two children, whichever is applicable.
Gratuity : As per Gratuity Act

Note:

Compensation is a personal & confidential matter between you and the company. You are not supposed to discuss or share this with anyone. Any discussion or disclosure of your compensation with anybody other than your department head or HR is liable for disciplinary action.

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Annexure – II

Roles & Responsibilities

Name: Kesavarapu Sai Kiram Designation: Trainee
Grade: S0 (Trainee) Location: Hyderabad
Function: Gbs-SIs-Trainee/Process Associate

Your role involves following main activities and responsibilities:

- Review and complete task assigned in workflow management system
- Review and complete tasks assigned in exceptions Queue
- Work on General Mail box
- To meet daily and weekly individual targets as defined by the Team Leader/Management
- Delivers high quality and high productivity in line with SLAs defined
- Reads, interprets and comprehends documents received from a variety of sources.
- Follows instructions when processing items efficiently and in a timely manner in accordance with established policies and procedures
- Responds to inquiries and requests in a timely and efficient manner ensuring quality standards are considered.
- Keeps his/her Team Leader updated on key issues and challenges
- Updates daily reports with accuracy
- Manages work quality and error Management

Note: This job role is only indicative in nature. Please refer to the detailed Job Description and discuss with your Supervisor to finalize Key Result Areas. The roles and responsibilities might change depending on the business requirements.

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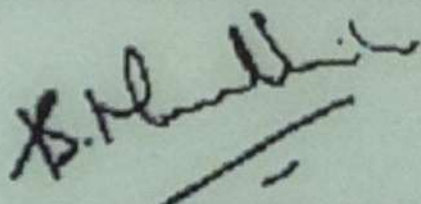
any subject, anytime, anywhere



Name : Yuvaraj labhala

Title : Assessment associate(Contract)

Blood Gp : O+ve



Issuing Authority

Tutoroot Technologies Pvt. Ltd

3rd Floor, Western Wing, NCC Building,
Madhapur, Hyderabad - 500081. IND.

Ph + (91) 40 23119633, 23119634

www.tutoroot.com

ELITE

Infosys



P Ganesh Kumar

1217004

Infosys

00 258 7176



Contract of Employment

July 15, 2022

Kagitha Vamsi Ratnam
P.No 119
Street No 4
Bhavaninagar ECIL

Dear Kagitha,

GOC Services India Private Limited ("Company" or "GOC") is pleased to offer you employment as Analyst with the Company on the following terms and conditions. This offer and your continued employment is conditional upon you

- (i) demonstrating that you have a valid right to work in India at all times during your employment and maintaining in force any necessary visas, permits, registrations or licences to enable you to lawfully work for the Company in India;
- (ii) successfully completing all background checks required by the Company from time to time, including criminal checks and verification of your employment history;
- (iii) providing satisfactory written evidence, on request, that you have obtained all relevant qualifications (including relevant educational qualifications) required for the role;
- (iv) you reporting for work as instructed by GOC on the Commencement Date, as defined below; and
- (v) at least 10 working days prior to the Commencement Date (a) providing a copy of your Aadhaar card and PAN card to the Company or (b) furnishing to the Company a copy of an application made by you to the relevant authorities to obtain such cards.

The Company reserves the right to withdraw this offer (before the Commencement Date, as defined below) or terminate your employment (if you have already commenced work) if you are unable to meet any of the above conditions, including if any data provided as a part of the background checks is found to be factually incorrect, or if any of the checks are found to be unsatisfactory in the Company's sole discretion, or if the Company finds that you have not provided information relevant for the checks.

For Google Services India Private Limited
By

A handwritten signature in black ink, appearing to read 'Sachin Pande'.

Sachin Pande
HR Business Partner Senior Manager, GOC

AGREED AND EXECUTED

DocuSigned by:

A handwritten signature in black ink, appearing to read 'Kagitha Vamsi Ratnam'.

108D1F5852EF4401...

Kagitha Vamsi Ratnam
Date: July 15, 2022



ICICI Bank

K Abhishek Reddy

Employee No. : 90032153

Issuing Authority



XT

+143612 33201024038-1



Bathula
Supriya

24/7 Security: +1.844.823.7762



CLASS DP

P A Abhirami





APPOINTMENT LETTER

28 October, 2022

Dear **BANOTH BHAVANA,**

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

1. Place of Employment and Timing:

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

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs65200**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

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

4. Leaves:

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

5. Term:

Employment period shall commence on **31 October, 2022** and You will join as a confirmed employee.

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

6. Retirement:

You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.

7. Confidentiality:

1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes, plans, records, reports, computer tapes and software and other documents and data

(and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

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

8. NONCOMPETE

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

9. Whilst employed by the company, you:

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

Other Provisions

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

10. Declaration of Nationality

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

11. Work Allocation

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

It is understood that your date of joining **Wipro Limited**, will not be later than **31 October, 2022** failing which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

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

**Yours faithfully,
For Wipro Limited.**



Sandesh Kumar
General Manager - Talent Acquisition

I accept the terms of this letter.

Signature: E-Signature Signature

Date: E-Signature Date

Name: BANOTH BHAVANA

ANNEXURE I

Name	BANOTH BHAVANA
Designation	Associate
Date Of Joining	31 October, 2022
Level	AA
Basic	65200
House Rent Allowance	32600
Bonus	16800
WBP	29265
PF	11323
Gratuity	3136
ESI	4676
Target Cost To Company (per Annum)	163000

ANNEXURE II

CONFLICT OF INTEREST

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

Noted below are a few examples of 'conflict of interest':

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

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

ANNEXURE III
PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT
2000

I **BANOTH BHAVANA**, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

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

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

Name: BANOTH BHAVANA

Signature: E-Signature Signature

ANNEXURE IV

CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

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

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

In furtherance of the above stated:

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

Name: BANOTH BHAVANA

Signature: E-Signature Signature

Place: IN-TG-Hyderabad

Date: E-Signature Date

For more details please refer to the policies on **myWipro > App Store > Information > My Policies > India**

Consent Form- Acknowledgement

Please read through the consent letter and submit your acknowledgement.

As a content moderator, your work would involve understanding client specific policies and guidelines, accordingly making decisions. As part of your work, you may be required to view and work upon content which might be disturbing in nature. You are requested to provide your consent by filling the details below.

Letter of Consent

I Mr/Ms.**BANOTH BHAVANA** S/o. _____ have been offered by Wipro to work in Content Moderation process. I have no objection in working/viewing content, which might be disturbing in nature and will not compromise in honoring my roles and responsibilities. I understand the criticality of my work and agree to abide by the organization's policies and procedures to ensure the work is completed without any compromise. In this context, I will also avail of the wellbeing services offered including the individual confidential coaching sessions, if required.

I hereby acknowledge that I have read, understood and agree to the terms of this letter of acknowledgement relating to confidentiality of work.

Signature of candidate: **E-Signature Signature**

Name : **BANOTH BHAVANA**

Father/Spouse Name

Resume ID

Location:

Date : **E-Signature Date**



Koorma Bhuvan
Chandra



CN022405103

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : CGI information and management consultants pvt ltd (E10202900016)
- with Telephone no. & E-mail address : DIVYASHREE TECHNOPOLIS,, YEMLURBengaluru
Urban, Karnataka
- : 080-41940000
: N/A
2. (a) Name of Apprentice (Block Letters) : VEERABOINA MANIKANTA (A012323096)
(b) Father's/Mother's /Spouse's Name : Veeraboina Ravi Shankar
3. Address of apprentice : 3-9-110/C, Sri Ram Nagar Colony, Mansoor
abad, LB Nagar, Hayathnagar, Telangana,
Hyderabad, 500068, Hayathnagar,
Hyderabad, Telangana
4. Gender : Male
5. Date of Birth : 06-08-2000
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No
(b) Name of the Category : General
7. Educational Qualification (Highest) : Graduate - B.Com
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Office Operations Executive(Back Office)
9. Apprenticeship Training duration (Total) : 360 Days
(a) Duration of Basic Training : 2 Weeks
(b) Period of On-the-Job Training : From 04-01-2024 to 28-12-2024
10. Apprenticeship Training Location : Hyderabad
(a) Name and address of facility where Basic Training is to be provided : N/A
(b) Name and address of the facility where On-the-Job Training is to be provided : CGI information and management consultants pvt ltd
Hyderabad
Hyderabad
Telangana
11. (a) Date of execution of contract : 02-02-2024
(b) Age of Apprentice on the date of execution of contract : 23 years, 5 months and 27 days
12. Is the establishment opting for benefits under NAPS*? : No
*If yes, Annexure 2 to this contract will also be applicable.



***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

For Non-DBT cases- Full stipend will be paid by the employer

13. Monthly stipend amount

Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	32400	32400	0
(b) During 2nd year of training	N/A	N/A	0
(c) During 3rd and 4th year of training	N/A	N/A	0

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

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

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS

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

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

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

19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

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

Signature of the
Employer with seal

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : CN022405103
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

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

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.

BE YOURSELF, MAKE A DIFFERENCE.



11-Jul-2022

C5898375



**For Accenture use only*

Jigender Singh

H.NO B-251, Hill Colony, Phase-1, Near akalsar gurudwara, Vanasthalipuram, Hyderabad-500070 500070

Management Level - 13

Sublevel - 3

Job Profile - Bus Process Delivery New Associate

Job Family Group - Business Process Delivery

Business Deal - Non Contact Center

Dear **Jigender**,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Hyderabad**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

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

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

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

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

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

You will be expected to work from the office in the location tagged to your role. In the current circumstances you may be allowed to work from home temporarily based on your assigned project. This offer is contingent to the above mentioned agreement.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 249400** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the employee application form (EAF) is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Jigender, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **bhavini.a.sinha** at **9341526154** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Jal
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Date:

Candidate's signature _____

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 215000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 215000	INR 249400

(C)#Additional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 3600
Notional Insurance Premium paid by Company	INR 11200

(D)##Additional Discretionary WFH Benefits/Reimbursements	
One-time WFH Assistance reimbursement	INR 18,000/-
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(E)Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 3200 (discount opportunity with an optional investment of 10% of gross pay and no change in share price)

**Annual Fixed Compensation includes employer"s contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 215000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY22 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Statutory Bonus amounts if payable to you. Such Statutory Bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Statutory Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

Benefits applicable for current Company financial year:

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

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 705,000/- (If you contribute towards Employee Provident Fund)	Company

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

GST Clause:

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

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

General Tax:

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

ANNEXURE 3

DECLARATION

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

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

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

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Date:

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card - We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.



examity®

BETTER TEST INTEGRITY.



D Rithika Reddy

Emp ID: E-3497

DOJ : 21-10-2021

Blood Group: O^{+VE}

www.examity.com



GOVERNMENT OF TELANGANA

LABOUR DEPARTMENT

FORM - IV

(See Rule 3 (4))

Auto Renewal of Registration Certificate

Reg. No. SEA/RAN/ALO/IP/0506295/2022

This is to certify that Registration certificate No. SEA/RAN/ALO/IP/0506295/2022 of **SRI SRINIVASA AUTOMOBILES** has been renewed under the Telangana Shops and Establishment Act 1988 for the period from 01/01/2024 to 31/12/2024

1	Name of the Employer	:	KAVETI SRINATH
2	Father/Husband's Name	:	KAVETI SRINIVAS
3	Age of Employer	:	22
4	Name of Shop / Establishment	:	SRI SRINIVASA AUTOMOBILES
5	Shop / Establishment Address	:	7-313/C, MBR NAGAR COLONY IBRAHIMPATNAM,IBRAHIMPATNAM (KHALSA),IBRAHIMPATNAM,RANGAREDDY
6	Number of Employees	:	0

Registering Authority

Name: Sri S. Anjaneyulu

Designation: ALO

Place: RANGAREDDY

Signed Date: 11/05/2024

Note:

1. This is a system generated certificate and does not require signature. This certificate can be verified at <https://labour.telangana.gov.in/> by furnishing the registration certificate number mentioned in the certificate.
2. The validity of this certificate is further subject to the payment of annual fee and penalty (if any) from time to time failing which the registration will be deemed to be revoked.
3. Fee Payments Between on or before 1st December there shall be No Penalty.
4. Fee Payments after 1st December upto 31st December there shall be 25% Penalty.
5. Fee Payments After 31st December there shall be 50% Penalty.



IKS[®]
H E A L T H

Quality Practice. Quality Care.



Sodagam Saketh

Blood: O⁺

Employee ID: 61284

Our Vision: Healthier Consumers, Happier Providers,
Thriving Organizations, Successful Healthcare for All.



SUTHERLAND

Employee ID : 594258

Issuing Date : 06/02/2023

**Gateway Officer Parks,
Block-B2, #16, GST Road,
Chennai-600063, Tamil Naidu, India.
Ph: +914466257503**

 randstad
offshore



Gattupalli Sai Pavan Kumar

ROS2911





Date: 14-Jul-2023

ANNEXURE - I

NAME **Mr Kurimella Nithinkumar**
DESIGNATION **Business Officer**
HQ: **Hyderabad**
HQ STATE: **Telangana**

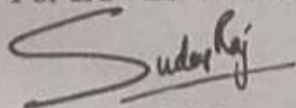
EMOLUMENTS AND BENEFITS

a) Your Cost to Company will be as per details mentioned below:

Pay Component	Monthly Amount	Annual Amount
CTC		
Fixed	25001	300002
Basic	14386	172632
HRA	6165	73980
Gross	20551	246612
Mediclaime	328	3926
Bonus	2396	28752
PF	1726	20712
Total CTC	25001	300002

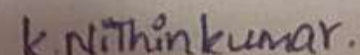
- b) Your daily Allowances will be as applicable to your grade and category defined in the policy.
c) You will be eligible for benefits viz. Provident Fund, Gratuity, Accident Insurance, Bonus and Incentive as applicable to your cadre from time-to-time

For **ZUVENTUS HEALTHCARE LTD**



SUDEEP RAJ
VICE PRESIDENT
HUMAN RESOURCES

7/7


Signature of Acceptance

Zuventus Healthcare Limited

Registered Office: T-184, MIDC, Bhosari, Pune 411 026. Tel: 020-35010000, 020-40700000 • Fax: 020-35010111

Date : 08/23/2023

Valid Till : 09/22/2023



Disclaimer - This Soft copy ID card is valid only for the period mentioned or until the associate is employed in Cognizant, whichever is earlier.



Relieving Document & Service Certificate

Jun 09, 2022
Ms. Sandhya Patapalla
Emp ID: 513122

Dear Sandhya,

This is to certify that you have been relieved from the services of the company effective
Apr 27, 2022

Your Service Record with the company is as follows:

Date of Joining	:	Oct 25, 2021
Date of Leaving	:	Apr 27, 2022
Designation	:	Associate-CS Internet
Department	:	Service Delivery Operations

We thank you for your efforts and contribution during your tenure with us and wish you all the best in your future endeavors.

1. For settlement queries, please contact Settlements@SutherlandGlobal.com
2. For Provident Fund queries, please contact PF.Queries@SutherlandGlobal.com

Should you require any further assistance, please contact Global HR Services on our
Toll-free number: 0008000402238

This is a system generated advice and does not require signature

Sutherland
Gateway Office Parks, 2nd floor Building B2, No. 16, G.S.T Road,
Perungalathur, Chennai-600063



CERTIFICATE OF ACHIEVEMENT

Congratulations,

Chettipally Tarun

on successfully completing the course,

BUILD YOUR OWN STATIC WEBSITE



HTML



CSS



Bootstrap

Issue Date:
December 28, 2022

Member of

NASSCOM®



Google



IIT Bombay

amazon



IIT Delhi



Microsoft

Program designed by top alumni from

A. K. K.

Rahul A

CEO, NxtWave

Verify at: <https://certificates.ccbp.in/intensive/static-website?id=FTLIVRGBUY>



CERTIFICATE OF ACHIEVEMENT

Congratulations,

Chettipally Tarun

on successfully completing the course,

BUILD YOUR OWN RESPONSIVE WEBSITE

Technologies Covered

Bootstrap, Flexbox

Issue Date:
April 08, 2023

Member of

NASSCOM®



Google



IIT Bombay

amazon



IIT Delhi



Microsoft

Program designed by top alumni from

A. K. K.

Rahul A

CEO, NxtWave

Verify at: <https://certificates.ccbp.in/intensive/responsive-website?id=OKIGERWGIB>


firstsource®

Nelson Raj Das



Employee Code : 1140383

Blood Group : AB+ve

Emergency No : 7416151180

>

accenture



Manish Bojja


13486741



Phoenix Infocity Pvt Ltd
Special Economic Zone



Emp Name : Nethula Manohar
Designation : Associate Enrollment (IND)
Emp ID : 1650732
Sez ID No. : PH1-02052
Issued on : 11-07-2023
Valid Up To : 10-07-2028


Authorised Signatory




Authorised Officer-SEZ

Carelon Global Solutions India LLP

10th, 11th & 12th Floors Building 808, M/S. Phoenix Infocity Pvt Limited, IITEC, SEZ,

Deloitte.

Urja Chauhan



Personnel No: 794309

Blood Group: A+ve



Nandakishore

Chakkilam

+4935156 6/6818168-E 11102312937-1

© MID Secus ICLASS Px ID9Y XT

Sathibabu
Sirigineti



Lost badge, please call +1 (650) 384-2000

OFFER LETTERDear **Mr. Kothapally Praharsha**

H.No.5-3-749/8,Vijayapuri Colony,Phase-1,Near Nagarjuna Talent School, Vanasthalipuram,Hayathnagar,Rangareddi-500070
Tanduru Andhra Pradesh

This refers to your application for rendering your services to the company and subsequent interview with us. We are pleased to offer you a position in our company on the following terms and conditions.

Designation : **EXECUTIVE FIRE SAFETY SPECIALIST - SALES**
 Date of Joining : **16-Apr-2024**
 Functional Band : **Front Liner/Business Development**
 Department : **SALES**
 Division : **CSD**
 Salary : **As Per Annexure 'A'**
 Reporting Branch : **HYDERABAD CORPORATE**
 Location : **HYDERABAD**

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your reporting branch will be **HYDERABAD CORPORATE**. However, you may be transferred/deputed to anywhere in India or abroad.

You will be appointed on probation for a period of six months and your confirmation of services is subject to satisfactory completion of your probationary period. A detailed appointment letter will be issued to you on your joining.

As discussed & agreed, We would like you to join your duties on **16-Apr-2024**. Actual branch name and address will be informed to you subsequently.

As a part of Ceasefire's e-joining process, you will be required to share scanned copy of a list of mandatory documents on our online joining portal(E-Profile), the link for same will be sent shortly.

Since this offer is based on vacancy of the position for this particular location in the company,the current offer may get withdrawn or location allocation may get changed in case of unavailability of the vacancy or any business changes. Same shall be informed to you over telephone and email on occurrence.

* Please carry your own laptop at the time of joining. Carrying laptop and original document is mandatory, failing to which joining can be cancelled and offer can be withdrawn.

We look forward to welcome you at CEASEFIRE for a long and rewarding career.

With best wishes

Your Sincerely,

For Ceasefire Industries Private Limited.



Arnab Kumar Das
Human Resource

EXTENSIVE RANGE OF FIRE EXTINGUISHERS | SPECIAL APPLICATION FIRE EXTINGUISHERS | MICRO ENVIRONMENT FIRE SUPPRESSION | FIRE SUPPRESSION SYSTEMS
KITCHEN FIRE SUPPRESSION SYSTEMS | FIRE ALARM SYSTEMS | FIRE PROJECTS | ANNUAL MAINTENANCE CONTRACT | FIRE TRAINING | REFILLING | ACCESSORIES

CEASEFIRE INDUSTRIES PRIVATE LIMITED

B1/ H1, 2nd Floor Mohan Cooperative Industrial Estate,
Mathura Road, New Delhi - 110044
Ph. : 011-41846800 | response@ceasefire.in
www.ceasefire.in | SMS : Fire to 53030

Registered Office :

602, "Doli Chamber", 6th Floor, Behind
Strand Cinema, Colaba, Mumbai - 400005, India
Tel. : 022-22854677 / 78 | Fax: 022-66349069

CIN No. U29193MH2002PTC136108



+91 9540 666 666
+91 1800 120 3473
+91 120 4223473

Annexure - A

NAME : Kothapally Praharsha

DESIGNATION : EXECUTIVE FIRE SAFETY SPECIALIST - SALES

DIVISION : CSD

DOJ : 16-Apr-2024

Particulars	Amounts(Rs.)
Fixed Component	
Basic	15000
House Rent Allowance	7500
City Compensatory Allowance	778
Advance Statuary Bonus	3672
Sub Total A	26950
Reimbursement	
Sub Total B	0
Variable Component	
Monthly Performance Linked Reimbursement*	6082
Performance Linked Reimbursement**	11228
Sub Total B1	17310
Provident Fund	1800
Gratuity****	722
Sub Total C	2522
Total Salary Package (A+B+B1+C)	46782
Total Salary Package Per Annum	561384

Deductions	Monthly TH	Annual TH
Provident Fund	1800	21600
Employee Welfare Trust	150	1800
Total	1950	23400
Total TH	31082	372984

Additional Perks

Medical Insurance: Benefits available for self and family including spouse and upto 2 kids.

Leave Encashment: As per company's leave policy.

LTA: To be claimed post completion of 1 year of service with the company.

Medical Reimbursement: Medical Reimbursement can be claimed quarterly subject to submission of bills .

* Qualitative Performance Incentive /Reimbursement subject to achievement of the given objectives as per existing policy.

** Variable Incentive/ Performance Linked Reimbursement (PLR) is applicable as per company's policy. Actual amount may vary depending on the performance

*** Ex-Gratia / Statutory Bonus: Subject to completion of 1 year from date of joining.

****Gratuity: As per the Provisions of the Payment of the Gratuity Act, 1972.

Note :- All taxes are applicable as per law."Any type incentives, reimbursement, allowances and gifts will only be paid to the employee in case he/she is active (also not in notice period) on the day of disbursement. This excludes any travel reimbursements."

With best wishes

For Ceasefire Industries Private Limited.



Arnab Kumar Das

Human Resource

EXTENSIVE RANGE OF FIRE EXTINGUISHERS | SPECIAL APPLICATION FIRE EXTINGUISHERS | MICRO ENVIRONMENT FIRE SUPPRESSION | FIRE SUPPRESSION SYSTEMS
KITCHEN FIRE SUPPRESSION SYSTEMS | FIRE ALARM SYSTEMS | FIRE PROJECTS | ANNUAL MAINTENANCE CONTRACT | FIRE TRAINING | REFILLING | ACCESSORIES

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B1/ H1, 2nd Floor Mohan Cooperative Industrial Estate,
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Strand Cinema, Colaba, Mumbai - 400005, India
Tel. : 022-22854677 / 78 | Fax: 022-66349069

CIN No. U29193MH2002PTC136108

Connect
SERVICES
+91 9540 666 666
+91 1800 120 3473
+91 120 4223473



cognizant

Kannegundla
Sai Bhargav





ASCENT GROUP



Vemula G S Prashanthi Priya
ABS9518

Ascent Business Solutions

3rd Floor, Tower-2, NSL Arena,
Ramanthapur Road, Uppal,
Hyderabad, Telangana - 500 039.

Wednesday, 16/11/2022

Computershare Business Support Services Private Limited

rCIN: U72501TG2022PTC165117

Registered office: 16-11-17/A/1/1

Flat No 103, Mitra Jeeva Sadan

Saleem Nagar Colony

Malakpet Hyderabad – 500036

Telangana, India

Telephone + 91 9908015402

Email: Services@computershare.co.in

www.computershare.com

Sweta Khanal

H.No. 1-119, Flat No. 204, Mallikarjuna Kuteer

Mallikarjuna Nagar, (Aurora P.G. College Lane) Peerzadiguda

Boduppal, Medchal- Malkajgiri

Hyderabad - 500092

LETTER OF OFFER

Dear Sweta Khanal,

Congratulations! We are pleased to confirm your offer details for the role Financial Administrator with Computershare.

High level details of the offer are set out below. Please accept your offer by inputting your signature by 18/11/2022.

Position Title: Financial Administrator

Proposed Start Date: 16/01/2023

Employment Time: Full Time

Annual Fixed Salary: **INR 375,000**, subject to applicable statutory taxes and deductions.

This offer is made on the basis that the following requirements are satisfactorily completed.

1. Background Checks
2. Evidence of right to work in the country the role is based

We use an external screening provider, Sterling, to facilitate background checks. After accepting this offer you will receive an e-mail from Sterling to start the process. Please ensure you complete the online form and provide any required supporting documentation as soon as possible to avoid any delay to your start date. Your employment with the Company will only commence if you report for duty at the start date and have completed satisfactory reference and verification checks.

The Company reserves the right to withdraw its offer of employment at any time if results of your background verification and / or checks are unsatisfactory and if the Company concludes that the information or documentation provided by you in relation to this offer of employment is untrue, false, or misleading in any way.

For further information on our Screening process please reach out to us.

By accepting this offer, you are confirming your agreement to share your details with our external vendors or third parties, to perform appropriate background verification and reference checks.

Congratulations and welcome to the team.

Yours sincerely,



.....
Lucy Newcombe

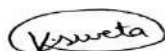
Chief People and ESG Officer

ACCEPTANCE

Name: Sweta Khanal

Role Title: Financial Administrator

I agree to be bound by the terms and conditions stated above.



Signature:

Date:17-11-2022.....



S

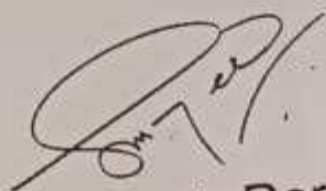
Navaneetha Yadav





Name. : Malika Nomula
Emp.Id : 026781
Blood Group : B+ve
Sl. No : BER/102023P/0978
Valid From : 15th Oct 2023
Valid Upto : 14th Oct 2028


Sign of SEZ Officer


Sign of Auth. Person

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



Zusatzvereinbarung

zwischen

Systemgastronomie Oliver Mix Zooterrassen e. K.
Restaurant 1733
Bahnhof Zoo
10623 Berlin

- im Folgenden Arbeitgeber genannt -

und

Frau
Halfrida B
Kaiserin Augusta Allee 103
10553 Berlin

- im Folgenden Arbeitnehmerin genannt -

Zwischen den o.g. Parteien wird folgende Zusatzvereinbarung zum bestehenden Arbeitsvertrag vom abgeschlossen:

Verlängerung der Befristung gemäß §14 Abs. 2 TzBfG

1. Die Vertragsparteien vereinbaren gemäß §14 Abs. 2 TzBfG, das bestehende Arbeitsverhältnis, begonnen am 12.04.2023 bis zum 30.09.2024 zu verlängern.
2. Im Übrigen bleiben alle bestehenden vertraglichen Bestimmungen unverändert.

Berlin, den 22.03.2024

Halfrida B
Arbeitnehmerin

Fabian Rakow
Restaurant Manager



Datum: 22.03.2024

Systemgastronomie Oliver Mix Zooterrassen e. K. Store: 1733

Ä N D E R U N G S M E L D U N G

Vorname Nachname: Halfrida B

Personalnummer: 6480370

Eintrittsdatum: 12.04.2023

lokale Personalnummer: 64095

Gültig ab: 22.03.2024

Arbeitspapiere / Merktermine

Nationalität:	INDISCH
Aufenthaltsgenehmigung bis:	20.04.2024
Arbeitserlaubnis bis:	20.04.2024
Maximale Stunden gem. Arbeitserlaubnis:	
Befristet bis:	30.09.2024
Pass gültig bis:	24.01.2032
Probezeit von - bis:	12.04.2023 - 11.07.2023
Mutterschutz von - bis:	
Elternzeit von bis:	
Wiederholungsbelehrung fällig am:	
Zweituntersuchung JArbSchG fällig am:	
Ersthelfer gültig bis:	
Statusnachweis GV gültig bis:	
Führerschein vorgelegt am:	

Angaben zur Person

Vorbeschäftigung McDonald's:	Nein
Vorbeschäftigung Ort:	
Vorbeschäftigung von - bis:	
Weitere SV-Pflichtige Beschäftigung:	Nein
Weitere Beschäftigung Arbeitgeber:	
Weitere Beschäftigung Stunden:	
Weitere Beschäftigung Verdienst:	
Schul Ausbildung / Abschluss:	Abitur / Fachabitur (4)
Berufsausbildung / Abschluss:	Bachelor (4)

Kommentar: Befristung angepasst

Gültig ab: 22.03.2024



Halfrida B
Arbeitnehmerin

Fabian Rakow
Restaurant Manager

ID: 2023042



قورينا كارمال غابل

منسق تسويق

إدارة الفعاليات الأعمال المساندة

Corina Carmel Gabell

Marketing Coordinator

Events Management Business Support Department



مركز دبي التجاري العالمي
DUBAI WORLD TRADE CENTRE



Memorandum of Understanding

(Service Contract)

To,

Name: Konduri Anirudh Madhav,

Dear **Anirudh,**

We are writing on behalf of **M/s TAMADA MEDIA PVT LTD** ("the Company") to confirm your appointment as **Associate - Content Producer**. Your engagement will commence on the **03rd Day of April 2023** and shall continue for a period of 12 Months.

This letter sets out the terms on which you have been engaged by the Company in relation to the Project and the following conditions will apply during your engagement by the Company.

- 1. Description of services:** During the period of your engagement under this Agreement you agree to perform your services as a Consultant / Freelancer in relation to the Projects on an exclusive basis and any such services as may from time to time be reasonably required by the Company in connection with your engagement.
- 2. Hours of work:** Your actual hours of work will be as agreed from time to time with the Company. Your remuneration takes into account the expectation that you may occasionally be required to work outside the specified hours in order to devote such time and attention to your duties as may be reasonably required. You accept that this may involve working an average of more than 48 hours per week.
- 3. Remuneration:** In consideration for rendering your services to the Company in relation to the Projects the Company agrees to pay to you the sum of **Rs.25,000/- (Twenty Five Thousand Rupees only)** payable to you in monthly, plus incentive based on your performance (Subject to TDS deduction, if applicable).
- 4. Duties:** You will efficiently and diligently perform such duties from time to time as may be reasonably assigned to you and to the best of your ability and ensure that the goodwill of the Company is maintained.



5. **Exclusivity:** During the period of your engagement with the Company you agree not to render any services of any nature whatsoever including, but not by way of limitation, to any other individual, firm or company without the prior consent in writing of the Company.

6. **Place of work:** Your normal place of work is Hyderabad. However, the Company reserves the right to implement changes in location and staff structure should the need arise.

7. **Termination:** The Company shall have the right but not the obligation to terminate this Agreement by summary notice in writing to you if you are incapacitated from rendering the services hereunder on the days the Company requires the services hereunder or if you commit a material breach of any obligation set out in this Agreement or commit any act or omission which prejudices the production or exploitation of the Projects or at any time by providing you with one week's prior written notice. In case the Employee terminates the employment, he/she is required to provide 15 days' notice to the Company. If this Agreement is terminated under this paragraph 7, the Company's liability to you shall be limited to the payment of fees and expenses payable under this Agreement in respect of services provided by you up to the date of termination.

8. **Holidays:** You have agreed that you shall not take any holidays in addition to any statutory holidays falling during the period of your engagement under this Agreement. You will be eligible for 1 Paid Leave every month in addition to the statutory holidays. You agree and acknowledge that you will be entitled to receive pay in lieu of holiday in relation to the period of your employment under this Agreement and that such payment in lieu has been included in the amount of your Remuneration.

9. **Expenses:** You will be reimbursed all reasonable travelling and other expenses properly incurred by or in the performance of your duties under this Agreement other than expenses incurred in travelling to and from the office of the Company provided such claims are supported by valid receipts or other valid evidence of actual payment at the time the claim is made.

10. **Copyright:** You hereby assign to the Company with full title guarantee by way of present assignment of present and future copyright the entire copyright and all other rights whatsoever in the product of the services rendered by you under this Agreement in relation to the Projects and any additional services rendered by you pursuant to this Agreement together with the copyright and all other rights in and to any material written or contributed by you relating to the Project throughout the universe for all purposes for all media whether now known or hereafter



invented and for the full period of copyright and all renewals and extensions and you acknowledge that all rights in the product of your services and any other services rendered by you in relation to the Projects shall belong to the Company absolutely. You also irrevocably waive all moral rights in and to the products of your services in relation to the Project and you acknowledge that the Company shall be free to use, change, edit and otherwise deal with the same as the Company thinks fit in the Company's absolute discretion. You irrevocably give all necessary consents under THE INDIAN COPYRIGHT ACT, 1957 as may be required with regard to the recording and/or use of the product of your services for the production, use and exploitation of the Project and any related promotional activities throughout the universe.

11.Warranties: You warrant that you are free to enter into this Agreement and assign to the Company the rights assigned to it under this Agreement. You also warrant that the services provided by you are and shall be original to you and that you are the sole author of the products of your services under this Agreement. You further warrant that the rights assigned by you under this Agreement have not been granted, transferred or encumbered in any way and that you are free to assign to the Company the rights so assigned.

12. Confidentiality and good faith:

12.1 The Company attaches great importance to confidentiality. Information acquired during the course of your duties in relation to the activities of the Company, its members or its affiliates should at all times be treated as highly confidential. Confidential information shall include but is not limited to information relating to the business and affairs of the Company, its members or its affiliates including but not limited to information held by way of client database, terms of business, information relating to business development, plans and strategies, marketing plans and projects and financial and other information of both the Company, its members and their constituent members.

12.2 Confidential information must be neither discussed outside work at any time nor disclosed to others, nor are you allowed to otherwise make use of any other confidential information with which you have been entrusted or have gained in the course of your engagement. This applies during your services with the Company and for two (1) year after expiry or termination of this Agreement for whatever reason. You will also use your best endeavors to prevent the publication or disclosure of any such confidential information by any third party. Unauthorized disclosure of confidential information will be regarded as sufficiently serious to justify summary dismissal.



12.3 You agree during the period of your engagement with the Company not to write for publication or comment in public about any aspect of the Company's business or the business of any of its members or their constituent members without the prior consent in writing of the Company.


13. **Governing law:** This Agreement shall be governed by, and construed in accordance with, law and the courts of Hyderabad - India shall have exclusive jurisdiction to settle any dispute arising out of or in connection with this Agreement.

I should be grateful if you would sign and return the enclosed copy of this Agreement as your formal acceptance of employment.

Yours sincerely

For TAMADA MEDIA PVT LTD

Name: Konduri Anirudh Madhav

DocuSigned by:

B4B72CD78ADA4AC...

DocuSigned by:

4E9042826E6E4E7...

Authorized Signatory

Agreed and Accepted by



Mamidala Lahari

703380662

EMERGENCY CONTACT NO. : 9866974288



Name. : **Vanam Sathwik**
Emp.Id : **027007**
Blood Group : **B+ve**
Sl. No : **BER/102023P/1061**
Valid From : **15th Oct 2023**
Valid Upto : **14th Oct 2028**


Sign of SEZ Officer


Sign of Auth. Person

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

FACTSET

AKSHITHA



AKSHITHA PEDAMARU

alliantgroup

Emp Id : 024946



Bhavani Gottumukkala

Authorized Signatory - Unit

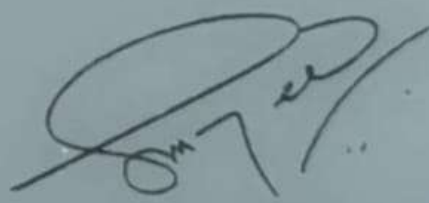


My Home Twitza
15th Floor, Plot No -30/A, Survey No - 83/1,
APIIC Hyderabad Knowledge City, Raidurg,
Seri lingampally Mandal, Ranga Reddy District,
Hyderabad - 500 081



Name. : **Kiran Kumar kukutlapally**
Emp.Id : **026695**
Blood Group : **O+ve**
SI. No : **BER/102023P/0927**
Valid From : **15th Oct 2023**
Valid Upto : **14th Oct 2028**


Sign of SEZ Officer


Sign of Auth. Person

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



DECCANS

CO-EDUCATION (RECOGNIZED BY T.S.)
NEW CHAITANYA JUNIOR COLLEGE
C.O. 62294

STAFF ID CARD



Md Taj

Society Executive Member

7013699972

#12-13-315, Street No.9 Behind St.Anns High School Tarnaka, Secundrabad



Name : Kasimalla Tanuja

Emp No : 245835

Blood Group : A+ve

A handwritten signature in black ink, appearing to be "Tanuja", written over a large, stylized checkmark.

Authorised Signatory