



GOVERNMENT OF INDIA
DEPARTMENT OF POSTS

भारत डाक



India Post

IDENTITY CARD



YADAVILLI TEJA SAI RAJ

Emp. ID: 50531467

GDS, ABPM

Secunderabad Division

Signature of Issuing Authority
Sr. Supdt. of Post Offices
Secunderabad Division-Sec'bad-500080.



IKS[®]
H E A L T H

Quality Practice, Quality Care.



Sakshi Methre

Blood: **B⁺**

Employee ID: **63997**

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



PROVISIONAL OFFER LETTER

College Name: Little Flower Degree College

Date : 15.12.2022

Dear R.Sai Swetha,

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Lanco Hills facility (99LH - Survey No. 201, Lanco Hills, Manikonda Village Lanco Hills Technology Park Pvt Ltd, Hyderabad, 500089). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Little Flower Degree College

Date : 15.12.2022

Dear J.Sumanth Raj,

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Little Flower Degree College

Date : 15.12.2022

Dear Md. Saif,

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Little Flower Degree College

Date : 15.12.2022

Dear B.Avanthika,

Congratulations!!!

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PROVISIONAL OFFER LETTER

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Date : 15.12.2022

Dear B. Saraswathi,

Congratulations!!!

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PROVISIONAL OFFER LETTER

College Name: Little Flower Degree College

Date : 23.11.2022

Dear Talla Sushmita,

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an “Associate”. Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Lanco Hills facility (99LH - Survey No. 201, Lanco Hills, Manikonda Village Lanco Hills Technology Park Pvt Ltd, Hyderabad, 500089). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

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Optum



**Gandla
Sainath
Employee**

14 September, 2022

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

Dear Gnanasundara Sri Sai Pranay,

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

Position: Process Associate

Grade: G1 L1

Start date: On or Before 03 July, 2023

Compensation: Gross Compensation of INR 300,008 (Rupees Three Lakhs and Eight Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.

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

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

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

We wish you a long and successful career with ADP.

Sincerely,



Vipul Singh
(Divisional Vice President & Head of HR)

Associate Signature: _____

Details of Compensation

Name : Gnanasundara Sri Sai Pranay Kanala
Position : Process Associate
Grade : G1 L1

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

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

* Indian Rupees

** Flexible Benefits include Leave Travel Allowance and Children Education Allowance

*** PF will be deducted as per the statutory norms

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

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

Tax will be applicable as per Tax Slab & Tax Regulations

Associate Signature: _____

Terms and Conditions

1. Working Hours

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

2. Confidentiality

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

3. Authenticity

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

4. Documents

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

5. Permanent Account Number (PAN)

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

6. Statutory Benefits

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

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

7. Statutory Compliance

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

8. Flexible Benefits

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

Associate Signature: _____

9. Health Insurance

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

10. Personal Accident Insurance

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

11. Leave

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

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

12. Variable Performance Incentive

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

13. Maternity Benefit

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

14. Drug Test

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

15. Background Checks

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

Associate Signature: _____



Shaik

Riyana



Date: 30th November 2023

Gubba Jayanth
Address: 4-105, Sri Ram Nagar Colony, Near Ramalaya Temple Abdullapurmet Mandal, Turkayamjal,
Rangareddy, Telangana-501510
Mail Id: jayanthgubba@gmail.com
Mobile No: 7095411081

Subject: Appointment for post of Junior Associate.

Dear Gubba Jayanth

II

We are pleased to offer you, the position of **Junior Associate** with Star Powerz Human Resources Pvt. Ltd. (the 'Company') on the following terms and conditions

1. Commencement of employment

Your employment will be effective, as of 01st December 2023.

2. Job title

Your job title will be **Junior Associate** and will be responsible for Hyderabad you will report to Mr. Gutta Rajesh

3. Salary & Target(s)

Your salary and other benefits will be as set out in Schedule 1, hereto.

Targets and objectives will be mutually discussed and agreed upon on a periodic basis.

4. Place of posting

You will be responsible for entire Hyderabad. You may however be required to work at any place of business which the Company has or may later acquire.

5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. The normal working hours are from 10:00 hrs to 18:30 hrs and you are expected to work not less than 48 hours each week, and if necessary for additional hours depending on your responsibilities.

6. Leave/Holidays

6.1 Casual Leave - You are entitled to 1 casual leave per calendar month.

6.2 State/National Holidays - The Company shall notify a list of declared State/National holidays in the beginning of each year.

6.3 Maternity Leave - You are entitled for a total of 12 weeks of Maternity Leave: 6 weeks preceding delivery and 6 weeks after delivery of the period of leave. You should have completed a minimum of 6 months of employment for such entitlement.

For Starpowerz Human Resources Pvt. Ltd.

Authorised Signatory

Starpowerz Human Resources Private Limited

5-9-30/5, Level 2, Unit 204, 'Paigah Plaza', Basheer Bagh, Hyderabad, Telangana State - 500 063.
Email: info@starpowerz.com / www.starpowerz.com / CIN : U74140TG1996PTC024804



7. Probation

You will be under probation for a period of 6 months starting from your first day of employment. Upon successful completion of probation period, you will be evaluated by your direct supervisor and

based on your probation review; you may be confirmed or put on further probation if deemed necessary.

8. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time. Your specific duties are set out in Schedule II hereto.

9. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

10. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under financial obligation to any person/client with whom you may be having official dealings.

11. Termination

11.1 Your appointment can be terminated by the Company, without any reason, by giving you not less than 1 months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean basic salary.


11.2 You may terminate your employment with the Company, without any cause, by giving no less than 3 months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date.

11.3 The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company.

11.4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

12. Confidential Information

12.1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities

for Starpowerz Human Resources Private Ltd.

Authorised Signatory

Starpowerz Human Resources Private Limited

5-9-30/5, Level 2, Unit 204, 'Paigah Plaza', Basheer Bagh, Hyderabad, Telangana State - 500 063.
Email: info@starpowerz.com / www.starpowerz.com / CIN : U74140TG1996PTC024804



or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

12.2 You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company

which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and

information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

12.3 At no time, will you remove any Confidential Information from the office without permission.

12.4 Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

12.5 Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

13. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

14. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

15. Governing Law/Jurisdiction

Your employment with the Company is subject to State laws imposed by Telangana State. All disputes shall be subject to the jurisdiction of Telangana State.

16. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

For Star Powerz Human Resources Private Limited.

Authorized Signatory

Accepted,

Gubba Jayanth
Date:

Starpowerz Human Resources Private Limited

5-9-30/5, Level 2, Unit 204, 'Paigah Plaza', Basheer Bagh, Hyderabad, Telangana State - 500 063.
Email: info@starpowerz.com / www.starpowerz.com / CIN : U74140TG1996PTC024804



Schedule I - Compensation Details

Your gross annual CTC (Including Allowances) will be Rupees 3,36,000 /- (Three Lakhs Thirty Six Thousand Rupees Only)

Monthly Salary Structure is as follows:

Basic Salary	Rs. 16,800/-
House rent allowance	Rs. 7,000/-
Transportation allowance	Rs. 2,800/-
Other allowance	Rs. 1,400/-
Total Gross Salary per month	Rs. 28,000/-

Yours Sincerely,

For Star Powerz Human Resources Private Limited.

Authorized Signatory



Accepted,

Gubba Jayanth

Starpowerz Human Resources Private Limited

5-9-30/5, Level 2, Unit 204, 'Paigah Plaza', Basheer Bagh, Hyderabad, Telangana State - 500 063.
Email: info@starpowerz.com / www.starpowerz.com / CIN : U74140TG1996PTC024804



PROVISIONAL OFFER LETTER

College Name: Little Flower Degree College

Date : 23.11.2022

Dear Rushikesh.B,

Congratulations!!!

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Date : 23.11.2022

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Reddy
Employee**



TATA
CONSULTANCY
SERVICES



TATA CONSULTANCY SERVICES



CHAITHANYA
NAREDLA

Card No 2004397
Associate No 2696284

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

Feb 16, 2024

To

Mr Rasula Prashanth
Raipole, Ibrahimpatnam,
Telangana.

Dear Rasula,

Pursuant to your discussions and interview with us, we are pleased to offer you the position of "Jr. Data Scientist". On behalf of the management, you are invited you to join us under the following terms and conditions.

1. You will be a part of the Center for Women Empowerment and Gender Equality, Amrita Vishwa Vidyapeetham. You are expected to commence duties no later than 01 Mar 2024.
2. The contract will be for a period of one year, starting from 01 Mar 2024 to 28 Feb 2025
3. The remuneration payable for the services rendered by you shall be Rs. 32,000 per month. The remuneration will be subject to deduction of taxes at source U/s 194 J at the rates in force.
4. You shall be bound by the service rules of the organization and shall always abide by the organization's internal policies rules, regulations and procedures which may be amended, or added upon from time to time.
5. Termination of the engagement, either by the organization or you, shall only be upon the service of a month's notice period with reasonable cause.
6. Should you choose to separate from the organization for whatever reason without confirming to clause 5, you shall be required to indemnify the organization to the extent of a month's compensation.
7. As a part of your responsibilities under the engagement, you may be required to work from different locations of the university or travel or take up additional tasks as may be determined from time to time.
8. The organization expects its staff to display the highest standards of integrity, professionalism and impeccable conduct in the discharge of responsibilities. Breach of discipline or unacceptable conduct shall be valid grounds for termination forthwith without notice or compensation.



AMRITA
VISHWA VIDYAPEETHAM

DEEMED TO BE UNIVERSITY UNDER SECTION 3 OF THE UGC ACT, 1956



ammachi labs

Amrita Multi Modal Applications and Computer Human Interaction

Amritapuri Campus, Clappana P.O., Kollam - 690525 Kerala, India,
Ph: +91 (476) 2804409, Email: ammachilabs@am.amrita.edu
www.ammachilabs.org

9. Any confidential information belonging to the University, its projects, associates, or customers, which you may come across during your service, must be kept in strict confidence even after the cessation of your employment with the University.
10. During your employment with us, you agree not to accept or continue in any job, consulting work, directorship, or employment without the written approval of senior management of Amrita.
11. You agree that while employed by Amrita, you will not accept, directly or indirectly, any loan, gift, gratuity, favor or entertainment from any persons or organizations with whom Amrita has an existing or a potential relationship as a supplier of goods or services, a customer or competitor. If you are offered anything you must immediately report such an offer to your immediate supervisor.
12. Any proprietary information / internal knowledge that is imparted to you or comes to your knowledge / possession during in course of your engagement must be kept confidential, without passing this information and knowledge to any other institution that can take competitive advantage with such information. If proprietary information is passed to anyone or any institution, you are bound to indemnify the University the damages, if any, as determined by the management.
13. Any misrepresentation or wrong information given in your application will be sufficient reason for terminating your services without any notice or compensation.
14. You may sign and return the original of this letter to the undersigned as a token of acceptance of the terms and conditions of your engagement.
15. This agreement represents a complete understanding of the terms and conditions of the engagement between Amrita Vishwa Vidyapeetham and you.

Again, from the management team, we heartily welcome you to Amrita Vishwa Vidyapeetham. We hope that you will achieve your professional goals with us.
We look forward to a mutually rewarding association.

For Amrita Vishwa Vidyapeetham,

R. Bhavani Rao.

Dr. Bhavani Rao R.
Director, AMMACHI Labs
UNESCO Chair, Director,
Center for Women's Empowerment and Gender Equality
Amrita Vishwa Vidyapeetham.



Benigiri Sravan Kumar

TECHNOLOGY INTERN I

ID-51036

A +

www.socrateslabs.com

an N2N Services, Inc Company



Divyajyothi Arpula

Employee ID : 40600103

Blood Group B+ve

[Signature]

Issuing Authority

CES Limited

7th Floor, Tower A,
Ramky Selenium, Nanakramguda,
Gachibowli, Hyderabad, India.

Tel : +91 040 42421122

Fax : +91 040 40102456



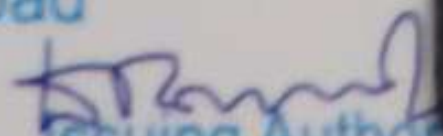
www.cesltd.com



AUM TECHNICAL SERVICES



Name : B. Haritha
Designation : Data Science
Employee ID : ATS/HO/OI/2023/006
Branch : Hyderabad


Issuing Authority

12-8-443, Flat No. 202, Second Floor,
Kaveri Court, Above Canara Bank Station,
Mettuguda, Secunderabad - 17, Telangana
Website : www.aumtech.io

Date: 2/3/2024

From

I/c Dept. of Statistics

Govt. City College

Hyderabad.

To

The Principal

Govt. City College

Hyderabad.

Sir,

Sub:-Request for the payment of Teaching Remuneration for the Guest Lecturers for the
Month of **FEBRUARY- 2024**. -Reg.

I submit the remuneration bills of the Guest Lecturer in this Department along with the work done statement for the month of **FEBRUARY - 2024**, as mentioned below. So,

I am requesting you to kindly arrange the remuneration as early as possible.

S.NO	Name of the Faculty	Total Periods	Total Amount
1.	NAGAVARAPU SINDHUJA	72	72*390=28,080/-

Thanking You,

Nedavath
I/c Dept. of Statistics

Yours Faithfully
N. Sindhuja
(NAGAVARAPU SINDHUJA)

Shi-hakan
W
..2/3



Surey Bhanu Prakash
703371202

EMERGENCY CONTACT NO. : 9000968096

OFFER LETTER

Date: 01-05-2024

Employee Name : KUSHAL KUMAR

Designation : SEO Analyst

Department : IT Services

Firm Name : HD INFO

Location : Dilsukhnagar

Dear Mr. Kushal Kumar,

With reference to the discussions we had with you, we are pleased to offer you a position of “SEO Analyst” on a Fixed Term Employment basis in our organization on the following terms and conditions:

1. Your place of posting will be at Hyderabad.
2. During the period of agreement, you will be paid a gross remuneration of Rs. 15,000/-
3. You need to report to Mrs. Pravalika Monala , Manager
4. During the tenure of your Employment, you are provided with certain intellectual knowledge and know how of various management and technical processes, about our businesses. As this is extremely vital and sensitive to our organisation, you are prohibited from joining any of our competitors in our addressable Market. Further you are prohibited from sharing the same to anyone who carries a similar or incidental or connected with our business.
5. Any Tax liability in respect of this Employment shall be to your account.
6. In case of separation from the services earlier than completing the period of engagement, either parties should give 20 days notice period.

For HD INFO,

Mr. Harish Ramalingam Sundaram
Director
HD INFO.





TOLUPUNURI SAI SHIVA

Employee No. : 5102169

Blood Group : O+

Emergency Contact No : 8019993480

Jadav An

Issuing Authority



OFFER LETTER

Date: 08-04-2024

Employee Name : KALAVADIA SHIVAM

Designation : SEO Analyst

Department : IT Services

Firm Name : HD INFO

Location : Dilsukhnagar

Dear Mr. Kalavadia Shivam,

With reference to the discussions we had with you, we are pleased to offer you a position of “SEO Analyst” on a Fixed Term Employment basis in our organization on the following terms and conditions:

1. Your place of posting will be at Hyderabad.
2. During the period of agreement, you will be paid a gross remuneration of Rs. 15,000/-
3. You need to report to Mrs. Pravalika Monala , Manager
4. During the tenure of your Employment, you are provided with certain intellectual knowledge and know how of various management and technical processes, about our businesses. As this is extremely vital and sensitive to our organisation, you are prohibited from joining any of our competitors in our addressable Market. Further you are prohibited from sharing the same to anyone who carries a similar or incidental or connected with our business.
5. Any Tax liability in respect of this Employment shall be to your account.
6. In case of separation from the services earlier than completing the period of engagement, either parties should give 20 days notice period.

For HD INFO,

Mr. Harish Ramalingam Sundaram
Director
HD INFO.



AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD

Laxmi Infobahn Pvt Ltd – SEZ, Tower 1, 3rd, 4th, 5th, 6th floors,

SY No.107(P), Kokapet(V), Gandipet(M), HYD-500015



PERMANENT IDENTITY CARD



SL No : 8215

Name : Aaron Benson

Designation : D2AS TCA(IP)

Emp ID : 201934975

Date of Issue : 02-Nov-23

Valid Upto : 01-Nov-28

Authorized Signatory

Authorized officer – SEZ

Anusha



anunaidu@

D.R. Sirvi

+91 9177597758



040-27177329

040-42010338

Sri Bhavani Jewellers

A/c. Show Room

91.6 KDM Gold Ornaments

Plot No. 4-9-4/1, Opp. Sai Durga Complex,
HMT Nagar, Nacharam, Hyderabad-500 076. Telangana.



FACT PRO

Factpro India Pvt Ltd
CIN: U74140TG2021PTC150272
P. No: 46, 1-10-68/8,
St No: 3, Chikoti Gardens,
F. No: 102, Alamelu Heights,
Begumpet,
Hyderabad- 500016
Ph. No: 040 – 4006 4798

September 19, 2023

NAME : Alamuri Divya Sri
LOCATION : Hyderabad

Dear Alamuri Divya Sri,

Welcome to Factpro!

Factpro is a leading professional and consulting services organization and are global leaders in the mid-tier segment.

At Factpro, we offer Tax, Advisory and Business Services & Outsourcing for both domestic and international clients across a range of industries.

We take pride in offering our service portfolio built on the back of a rich blend of experience and expertise, bringing to fore a work culture that is both client-centric and knowledge driven. We believe in quality underpinning all that we do. Our strategic focus on increasingly using technology to deliver our services, compliments our vision. Bringing innovative thinking to a digitally evolving market is helping us reinstate and better offer our long-standing promise of – delivering quality driven by value and up to date thinking. We endeavor to deliver truly exceptional client service through a tailored solutions approach, while partnering with our employees and clients globally.

We look forward to working with you and wish you a rewarding career with us.

Warm regards,

B Pavan Kumar

B Pavan Kumar
Director
Factpro



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Page 1 of 9

Offer Letter

NAME : Alamuri Divya Sri
Location : Hyderabad

Dear Alamuri Divya Sri,

Welcome aboard!

We are delighted to offer you as an Accounts Executive with Factpro ('Firm'), with effect from September 19, 2023, based on the following terms and conditions:

1. Title, Date of Joining and Location

Accounts Executive, September 19, 2023, Hyderabad

The designation is for reference only and does not entitle you to any benefit other than or as has been specified in this letter or intimated to you in writing in respect thereof. The Firm retains the right at all times to change, modify, amend the titles or designation or to rearrange the structure, which may impact the above fact.

The position being offered to you is to be located in our Hyderabad office. However, your services are liable to be transferred from one location to another, anywhere in India as per the requirements of the Firm's business.

2. Compensation

i. Fixed Compensation

Your Fixed Pay will be Rs. 12,500/- (Twelve Thousand Five Hundred) per month for the first 3 months and will be revised to Rs. 15,000/- (Fifteen Thousand) for the next 9 months till the completion of 12 months. It is due for revision based on the performance assessment after completion of 12 months.

ii. Variable Compensation

In addition to the to the Fixed Pay, you will be entitled to Annual Variable Pay, which will be payable as per the Firm policy (as amended from time to time) subject to you being on the payrolls of the Firm on the date of disbursement. Such compensation shall be purely based on your performance. Review of your performance will be done periodically in line with the Firm's policies. Basis the appraisal of your performance the fixed and the variable compensation shall be paid to you in the next financial year in line with the Firm's policy in this regard. The same shall be subject to tax deduction at source as per prevailing provisions of the Income Tax Act, 1961 or any other statutory deductions applicable from time to time.

The compensation package will be reviewed annually on a financial year basis, subject to the Firm's Policy and management decision. Compensation revisions and promotions are discretionary and are interlinked with your performance during the previous year of service in terms of efficiency, achievement of set targets and discipline adherence and compliance to policies and procedures laid down by the Firm and also overall performance of the Firm.

3. Verification

Your employment in the Firm is subject to satisfactory verification of your certificates, testimonials and personal particulars / credentials. The Firm reserves the right to get a background check (including criminal history record search, education, employment and personal details verification) conducted on you through nominated third party agencies. In the event that such verification or background check reveals any

CONFIDENTIAL

Page 2 of 9

discrepancy in the statement(s) made in your application or in the bio-data with the Firm or in the declarations made by you in this agreement, your services are liable to be terminated forthwith without any notice or compensation.

4. Terms and Conditions

As such, the standard terms and conditions as listed in Annexure A that apply to all employees of Factpro shall be applicable to you. Additionally, as a part of the Firm, you are subject to all the policies and procedures of the Firm including those relating to Independence, Risk Management and Code of Conduct, as amended from time to time.

Your compensation is personal to you and you are required to ensure that confidentiality of the compensation is maintained at all times.

5. Supersession

This offer Letter and its content will be superseded by any clause contained in any Policy of the Firm implemented by the Firm from time to time.

We trust that you shall find the above in order. Feel free to contact the undersigned if you have any questions. Kindly sign and return to us the duplicate copy of this letter in token of your having accepted the offer on the terms and conditions contained herein.

For Factpro

B. Pavan Kumar

B Pavan Kumar
Director

Encl: Annexure A



Signed and accepted,

Name:
Date:

Annexure A – Standard Terms

1. Property of the Firm

The following shall be considered as Property of the Firm and at no times, you shall represent as your own:

- Clients and relationship that you develop during your engagement with the Firm
- Team of Professionals working with you and in the Firm

While the Firm shall discourage any person leaving the Firm who wishes to carry with him Clients and Team that is the Firm's property, the Firm shall be sensitive to the desire of Clients who may wish to work with any other service provider other than the Firm. You shall not encourage any Client to leave the Firm or stop working with the Firm.

2. Leave

You shall be eligible to the customary holidays as observed by the Firm and leaves as per the prevailing policies of the Firm, which the Firm has the right to amend from time to time.

3. Probation

You will be on probation for Six months and your services will be confirmed subject to your satisfactory performance during the probation period. The period of probation will be liable to such extensions as the Firm may deem fit in its sole discretion. If the performance is not satisfactory, the Firm also reserves the right to terminate your services, with immediate effect, without any notice period or salary in lieu thereof. In case you desire to resign during the probation period, you may be relieved on receipt of your request, subject to you serving a notice period of one month.

4. Reimbursement of Expenses

In addition to the Compensation as above, the Firm shall, as per the policy of the Firm amended from time to time, reimburse expenses that you may incur during employment with the Firm for business development and shall include the following:

- Conveyance, lodging and travelling expenses (incurred during performance of duty)
- Refreshment and Entertainment expenses

5. Code of Conduct

You shall be obligated to sign, accept and adhere to Code of Conduct that the Firm shall put in place, from time to time, that shall apply to all the Directors and others. Such Code of Conduct may be modified by the Firm in its interest and always, the latest Code of Conduct shall be binding on you.

6. Conflict of Interest

The Firm expects that you shall devote your full time and attention in developing the practice of the Firm and shall not accept any employment that conflict with the interest of the Firm. Further, any commitment where significant time is expected to be spent by you shall require a prior approval of the Firm's management. It is expected that you shall not accept any commitment or position of office that detracts from your time commitment to the Firm.

7. Confidentiality of Information

Maintaining confidentiality is a condition to your employment.

Remuneration: You shall always keep the details of your salary and employment benefits at the Firm strictly confidential and shall not disclose such details to any other person within the Firm.

Use of Firm's name: You shall use the Firm name, logos, trademarks or other identifiers strictly in the manner permitted by the Firm's policies, or for the purposes of provision of Services delegated to you to the extent required. Upon termination of your employment with the Firm, you shall not use the Firm's name, logo, trademark or other identifier in any manner other than what is already a matter of public knowledge, provided however you will not be in breach of this clause if you make reference to the Firm's name solely to describe your former association with the Firm subject to the confidentiality obligations which the Firm might have undertaken in relation to any of its clients, vendors or other Firm's personnel.

Data Confidentiality: During your employment, you will not store, possess, use or disclose confidential / personal / sensitive information or data (including those from any of your previous employment(s) with other organizations) in an unauthorized manner. You shall not bring any such information or data into the Firm.

You will not, either during your employment with the Firm or after termination of such employment, divulge to anyone any information, secret, accounts or dealings relating to the Firm's business, its affairs or its clients, service providers, sub-contractors or vendors, other than the Directors of the Firm or their authorized representatives.

On discontinuation of your employment, you will return to the Firm, all papers and documents and all other property pertaining to the Firm or affairs of the Firm or its client or any of its associates or branches, which may be in your possession, and will not retain any copy or extract therefrom. You agree to sign engagement specific non-disclosure / confidentiality agreements, if so, required by certain clients of the Firm. In case of any breach of confidentiality caused by you, either during or after the termination of your employment with us, you will be personally liable to our clients or third parties.

8. Notice Period and Termination

After confirmation of the services in the Firm, the notice period to be served shall be as set out below:

- i) Upto Manager level – Two months
- ii) Associate Director & Director – Three months

Upon being confirmed in the permanent employment of the Firm, you may resign or the Firm may terminate you, for any reason, by a notice as defined above or by payment in lieu of notice.

The Firm reserves the right to terminate your employment / services with immediate effect without any notice or any compensation in lieu thereof, in case of, misconduct, gross negligence, misdemeanour, any breach by you of the terms of the appointment, code of conduct or any other policies of the Firm, where the Firm feels it is not in the interest of the Firm to continue you in the employment, or any behavioural issues.

The Firm may require you to complete all operative parts of the assignment / project you may be involved in or execute any documents/declarations on the date of resignation or termination as determined by the Firm before agreeing your release. If, on any exceptional cases, the Firm agrees to an employee's requests for an early release, the Firm may, at its discretion, recover the salary or part thereof equivalent to the balance notice period.

9. Non-Solicit and Non-Compete

- You agree to not, for the period of two years after ceasing to be employed with the Firm either on your own account or for any other person, firm or company, solicit or entice away, or endeavor to solicit or entice away, from the Firm or any of its subsidiaries any of their respective employees.

While you may choose to leave the Firm upon serving notice period, it is expected that as you leave, you shall not encourage other team of professionals overtly or covertly also to leave.

- You represent and warrant to the Firm that you are under no contractual, fiduciary, professional or other obligation or commitment that prevents you from entering into this Agreement or is otherwise inconsistent with your obligations under this Agreement. If you were previously employed with another organization, you represent and warrant to us that you have returned all property and confidential information belonging to any prior employer and do not have any outstanding issues, unfulfilled employment obligation pending with your previous employer having legal ramifications or consequences for you or for the Firm.
- During your employment with the Firm, you will devote your whole time, attention and skill to your ability for its business and you shall not, except with the written permission of the Firm,

engage directly or indirectly in any other business, profession, occupation or other commercial activity, whether as a principal, agent, contractor, consultant or otherwise, whether full-time or part-time.

- In recognition of the transfer of Confidential Information or Intellectual Property to the Firm, you hereby agree not to directly or indirectly compete with the business of the Firm and its successors and assigns during the term of the Agreement and for a period of two years following the expiration or termination of this Agreement and notwithstanding the cause or reason for termination.
- You will have to seek prior permission from the Firm for any employment with a client of the Firm or any other organization working with a client of the Firm, whose assignment you have worked on directly which will be analysed in view of the Independence Policy of the Firm and you shall adhere to the Firm's views.
- Subsequent to your separation from the Firm, for a period of twelve months you will not take up any job or assignment, either full time or otherwise, either directly or indirectly for or on behalf of any other organization working with a client of the Firm, whose assignment you have worked on in the twelve months immediately preceding your separation from the Firm without the consent of the Firm.

10. Intellectual Property

The nature of work to be assigned to you might be such that the clients may retain exclusive ownership rights on the resulting work products on unconditional basis. Further, the Firm may need to provide a client with material without acknowledging each individual who worked on it.

By signing this agreement, you are:

- Acknowledging and agreeing to the condition that all existing and future intellectual property rights in any materials, information and technology of any nature created by you, either singly or jointly with other persons, are the exclusive property of the Firm with unfettered rights for utilization or disposal of the same; and
- Consenting to the Firm and/or its clients using or adapting material to which you have contributed, in any matter and without expressly acknowledging your individual contribution.

11. Independence

Independence is a professional principle and obligation that must be observed by employees of a Firm providing attest as well as non-attest services. In order to ensure Independence and to avoid conflict of interest the Firm has laid down policies and procedures which include certain prohibitions like you or your relative (as defined in the policy) in holding certain positions in its clients / prospects, holding direct / indirect financial interest in its clients / prospects which you are bound to follow. You are at all times comply with the policies, procedures, guidelines laid down by the firm and shall inform / declare any affiliations / relations / dealings / investments etc., to the Ethics Manager as laid down in the Independence Policy. Your position, job description, office location and client associations determine the applicability of specific provisions of the Firm's independence policy to you. Because it is important that you become familiar and comply with the Firm's independence policy, you agree to read, understand and abide by the Firm's policies and materials regarding independence. Before joining the Firm and periodically thereafter, you will be required to confirm your compliance with the Firm's independence policy. A copy of Declaration of Independence will be activated on O-source which you are required to fill in and submit.

In connection with your independence obligations, the Firm may request, and you agree to provide, relevant financial, non-financial information including but not limited to up-to-date records of your investment portfolio, bank statements, credit card statements, insurance policies, loan documents etc.,.

You may also be required to maintain a current record of your financial holdings (but not their value) in a

Firm database. If an impairment of the Firm's independence or a conflict of interest exists or is likely to occur, you may be required to dispose of securities or resolve other independence issues as suggested irrespective of the fact of advantage to you. You also may be required to even leave the Firm, if necessary.

Staff Members Joining Clients

The independence policy also mandates that in the event of an offer of employment from the client of the Firm you are engaged on, or have been engaged in the recent past, it is mandatory to immediately notify of such offer to the Ethics Manager on such client.

12. Risk Management

A clear objective of the Firm is to effectively manage its risks while providing high quality services to our clients. To achieve this, the Firm has an effective set of risk management policies, processes and procedures. All team members are responsible for managing the risks on the assignments they undertake for clients. You will therefore be required to comply and keep yourself updated with various risk management policies and processes when undertaking your work.

13. Confidential and Proprietary Information

Information and materials relating to the Firm, its clients, licensors and suppliers that are not publicly available must be treated as confidential and proprietary ("Confidential Information") and may only be used or disclosed for business purposes related to your employment duties with the Firm. You have an obligation to safeguard Confidential Information from unauthorized use and disclosure. Confidential Information includes, but it is not limited to, the Firm's professional, technical and administrative manuals; associated forms, processes, and computer systems (including hardware, software, databases and information technology systems); other methodologies and systems; marketing and business development plans and strategies; client and prospect files, lists and materials; research materials; investigative materials; and project notes and plans. Because Confidential Information is extremely valuable, the Firm takes measures to maintain its confidentiality and guard its secrecy. Confidential Information may be copied, disclosed or used by you during your employment with the Firm only as necessary to carry out Firm business and, where applicable, only as required or authorized under the terms of any agreements between the Firm and its clients, licensors and suppliers. You agree not to take or keep any Confidential Information when you leave the Firm. If you are ever asked to disclose any information or materials that are subject to these confidentiality restrictions, pursuant to legal process or otherwise, you must contact the leader of your practice to seek the Firm's consent prior to any disclosure. These confidentiality restrictions are permanent and do not lapse or cease upon your departure from the Firm.

14. Insider Information

You are prohibited from using or sharing information not publicly disclosed which you obtained during the course of your work for the Firm, for your personal gain or advantage in securities transactions, or for the personal gain or advantage of anyone with whom you improperly share this information. This restriction applies to such information related to any company, not just the Firm's client and their affiliates. The foregoing obligation is in addition to any obligation that you have not to purchase or hold securities of entities with respect to which the Firm must maintain independence.

15. Exclusivity

During the continuance of your employment with the Firm, it is a condition of your employment that you will not engage yourself in any other trade, business or occupation, including private practice and consulting, without obtaining prior permission from a Service Line Head and Head HR of the Firm.

16. Miscellaneous

- Condition: This appointment is valid subject to: (a) your being medically fit, (b) your furnishing at the time of joining, documents in proof of your having been relieved by your present employer, and (c) our receiving satisfactory references on your background.
- In addition you may also be required to execute additional documents, declarations and/or deeds as (i) per the Firm's policy as may apply to your/your nature of services as well as (ii) per any requirement

of law of the jurisdiction were you might be required to work as a part of your employment with us, depending upon your job requirements and/or (iii) per the requirement of any professional, industry or other regulatory body and/or (iv) per to meet any specific client request and/or (v) per the Firm's exclusive discretion.

- **Certificate of Practice:** If you currently hold a certificate of practice (COP) issued by the Institute of Chartered Accountants of India, you hereby undertake to surrender the COP with immediate effect and provide us with evidence thereof. If you do not currently hold a COP issued by the Institute of Chartered Accountants of India, you hereby undertake not to apply for such COP unless instructed or required by us to do so.
- **Governing Law and Jurisdiction**
The Letter shall be governed by, and construed in accordance with, the laws of India and the courts of Mumbai will have exclusive jurisdiction.

Signed and accepted:

DECLARATION

A. By signing this agreement, I hereby acknowledge and agree that:

I have carefully read and understood the above agreement (including the attached terms and conditions thereto) and accept the same unconditionally. I will make myself fully aware of, and be bound by, the policies, rules and regulations of the Firm as amended from time to time. In particular, I declare that:

- a. I will furnish original copies of my certificates, testimonials and other necessary documents, on demand.
- b. I acknowledge and agree to the Firm reserving the right to get a background check conducted on me through a third-party agency. In furtherance thereof, I authorize the Firm to collect and retain copies of my personal particulars (including educational certificates, copies of passport, Aadhar card, driving license, PAN card, voter identification card) either directly or through a third-party agency.
- c. There are no ongoing or pending criminal cases / criminal liabilities on me.
- d. I am not in possession, in an unauthorized manner, of any confidential, sensitive or personal information / data / material of any other firm or individual (collectively, "Sensitive Data"). I shall not bring any Sensitive Data into Factpro and shall not use any such Sensitive Data in an unauthorized manner, during or after my tenure with the Firm.
- e. I shall not commit, or cause to commit, any act or omission, which I believe to be illegal or against Factpro Code of Conduct or any other policies.
- f. In the event of any willful or intentional misconduct, fraud, dishonesty or breach of confidentiality on my part, I will be personally liable to Factpro and/or its clients.

I accept the above.

Name

Signature

Date



PAMAC

Banking on our Credentials

IEC 27001:2013

CERTIFIED COMPANY



Sathivika Santosh Ps

V100891

Executive

Authorized Signatory

U.T.D.

 Intouch^{CX}



G SARWANI

H012437336



HDFC BANK



RAVURI PERSIS

565540

TELEBANKING

A+

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

Authorised Signatory

MTAR®



CHERUKURI LOKESH

DATA ENTRY OPERATOR

Employee ID : 3179

Date of Joining : 24-07-2023

Authorised Signatory

MTAR Technologies Ltd

18. T.I.E. Balanagar, Hyderabad – 500 037

Tel : 040-4455 3333 / 2307 8312

E-Mail : info@mtar.in, Website : www.mtar.in

DECATHLON



**TUNIKIPATI
GANESH**

0911

REALPAGE



Silamwar Sriteja

0913428

O+ve

Emergency Contact : 7337062450

15/03/2024

Reynold Shah

Subject: Offer Letter

Dear Reynold,

Congratulations! On behalf of MassMutual Global Business Services India LLP, I am pleased to extend our offer of employment, as **Analyst, Operations**, reporting to Gouthami Priya Tumma, Manager, Operations. This offer is contingent on the completion of satisfactory references and background investigation.

Joining Date – Your employment starts on **01/04/2024**.

Work Location – BSR IT –SEZ - Block 1
Hyderabad- 121212

Probation – You will be on probation for a period of six months from the date of joining. On successful completion of your probation, you will be confirmed as a permanent employee of MassMutual Global Business Services India LLP.

Compensation – Your target Cost to Company (CTC) for the year is **₹306,194.36**. The break-up of the annual CTC shall be as set out below:

Pay Components	Annual (INR)	Month (INR)
Fixed Compensation - A	₹273,010.00	₹22,750.83
Basic Salary	₹136,505.00	₹11,375.41
House Rent Allowance (HRA)	₹81,903.00	₹6,825.25
Allowances	₹54,602.00	₹4,550.16
Retirals – B	₹22,946.49	₹1,912.20
Provident Fund (Employer Contribution)	₹16,380.60	₹1,365.05
Gratuity	₹6,565.89	₹547.15
Variable Pay (Annual Target Short term Incentive) - C	₹10,237.87	₹853.15
Cost To Company (CTC) = A+B+C	₹306,194.36	₹25,516.19

- Allowances as allowed by law and decided at your discretion unless otherwise noted, including:
 - Leave Travel Allowance
 - National Pension Scheme (NPS) Contribution
 - Child Education and/or Hostel Allowance
 - Meal Voucher or Onsite Meals

- Balance allowance – Total allowance amount minus discretionary amounts you decide above
- Provident Fund (Employer Contribution) is 12% of Basic Salary
- Gratuity accrued for monthly and payable at the time of termination following a minimum of 5 years of active service
- Annual target short-term incentive will be paid annually at the discretion of the Company.

Benefits – You will be eligible for benefits as mentioned in the “MMGBSI Employees Benefits and General Guidelines” document as attached.

a) Medical Insurance Coverage: Employee, spouse, children up to 25 years of age, plus two dependent parents/in laws in any one set. Coverage – INR 6 Lakhs

b) Personal Accident Insurance Coverage: Applies only to the employee and does not cover the employee's family. Coverage – 5 times the Annual CTC

c) Life Insurance Coverage: Applies only to the employee and does not cover the employee's family. Coverage – 3 times the Annual CTC

d) Leaves: You are eligible for annual paid time-off of 25 days, 5 days of sick leave (both prorated based on your date of joining) and 10 holidays (statutory + flexible) in a calendar year.

e) Employee Assistance Program: Professional and counselling services to employees, managed by a third-party vendor

f) Internet Reimbursement: Reimbursement of expenses incurred on broadband internet connection can be claimed against valid original bills issued in your name. Reimbursement Amount – INR 1000/month

As you plan for your first day, please arrive at the MassMutual worksite at **10 AM** on 01/04/2024. Your typical workday will be Monday through Friday, unless otherwise mutually discussed and agreed.

To accept this offer of employment, please print the attached letter and sign it. Please scan a copy of the signed offer letter and email it back to us.

If you have any questions about this offer of employment, or if our understanding of your acceptance is not correct, please feel free to talk to us.

We look forward to welcoming you and are excited about the contributions you will make as we build our company.

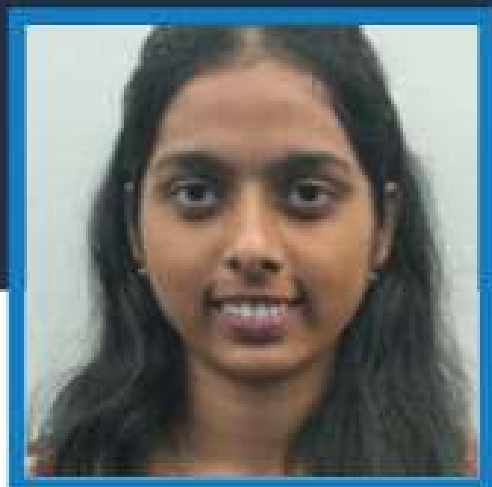
Best Regards,



Yadhu Kishore Nandikolla
Director, Human Resources



Profile



SNEHA SHETTY

CS Associate, L2

CS SDS Variable COGS - VAR

[Manage personal information](#)



[Show more](#)



Supervisor



Reshma Shaik rshaik@
SDS Team Manager

[Show leadership team](#)



Job details

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14 September, 2022

Mr. Aseel Hussain
#2-11-84, IN Residency,
Uppal, Bharat Nagar, Near Positive School,
Hyderabad 500039.

Dear Aseel,

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

Position: Customer Service Representative

Grade: G1 L1

Start date: On or Before 03 July, 2023

Compensation: Gross Compensation of INR 300,008 (Rupees Three Lakhs and Eight Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP.

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

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

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

We wish you a long and successful career with ADP.

Sincerely,



Vipul Singh
(Divisional Vice President & Head of HR)

Associate Signature: _____

Details of Compensation

Name : Aseel Hussain
Position : Customer Service Representative
Grade : G1 L1

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

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

* Indian Rupees

** Flexible Benefits include Leave Travel Allowance and Children Education Allowance

*** PF will be deducted as per the statutory norms

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

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

Tax will be applicable as per Tax Slab & Tax Regulations

Associate Signature: _____

Terms and Conditions

1. Working Hours

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

2. Confidentiality

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

3. Authenticity

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

4. Documents

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

5. Permanent Account Number (PAN)

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

6. Statutory Benefits

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

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

7. Statutory Compliance

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

8. Flexible Benefits

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

Associate Signature: _____

9. Health Insurance

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

10. Personal Accident Insurance

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

11. Leave

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

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

12. Variable Performance Incentive

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

13. Maternity Benefit

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

14. Drug Test

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

15. Background Checks

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

Associate Signature: _____

[View public profile](#)

Keneth Daniel

Accounting Assistant, Jr, L1
Accts Payable - VAR

[Manage personal information](#)[Show more](#)

Your Shout-Outs



5 PINS

Public



Half-Amiversary
4/20/2024



Quarter
Anniversary
1/21/2024



High Flyer
12/7/2023



Taking Off!
11/7/2023

[View Shout-Outs](#)

Home



Schedule



Pay



More



Ref No: 26680066
26-Dec-2023



Gunti Keerthi

Dear Gunti,

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

Your annual total compensation will be **INR 249,996**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

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

We request that you join us on or before **08-Jan-2024**.

Please note:

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

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

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

Best regards,

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

Shibu Balakrishnan
AVP – HR

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

Signature:

Date:



OdinSchool



T182

MUSTAQ AHMED

GreyCampus Edutech Pvt Ltd



C



Satyam Pandey

HYD

or other appropriate representative of the Company)

Position

Date: 22/12/2023

B Chandan Raj Kumar
B Chandan Raj Kumar Dec 22, 2023 11:50 AM +5.30

22/12/2023

[Employee's signature to include Employee's first name in full]
Note for the Employee: In case you are leaving this column blank, then please strike out the space and sign at the indicated place.

Countersigned – Authorized Company Representative:
(Required only when this agreement supersedes prior Agreement.)

B Chandan Raj Kumar
B Chandan Raj Kumar Dec 22, 2023 11:50 AM +5.30

22/12/2023

MEMBER ENROLLMENT FORM			
Employer: GENPACT ENTERPRISE RISK CONSULTING LLP			
Member Name:	B CHANDAN RAJ KUMAR		
Group Policy No.:		Employee No.:	253255
Gender:	Male	Marital Status:	Single
Date of Employment: (MM/DD/YY)	22/12/2023	Date of Birth:	16/03/2002
Nationality:	India	Designation:	Analyst
In the event of my Death, I wish my benefits under the above policy to be apportioned between my nominated beneficiary (ies) as follows:			
Nominee Name	Relation	Date Of Birth	Percentage
B Madhavi Latha	Mother	01/07/1977	100
			=====
			100%
			=====
IMPORTANT NOTE: I understand that this document will be retained by my Employer and used to distribute any benefits arising from the Policy. This document supersedes any previous nominations.			
Signature of Employee:	<u>B Chandan Raj Kumar</u> B Chandan Raj Kumar Dec 22, 2023 11:50 AM +5.30	Date:	22/12/2023
	22/12/2023		
<ul style="list-style-type: none">• If you wish to maintain the content of this form as Confidential, please return to your Human Resources Manager/ Employer in a sealed envelope.• In the event that you wish to amend your nomination, please ask your employer for a replacement Member Enrollment Form.			

B Chandan Raj Kumar
B Chandan Raj Kumar Dec 22, 2023 11:50 AM +5.30

22/12/2023

Form 40A
[See Rule 67A/rule 101a]*
Form of Nomination

Provident Fund / Gratuity Fund*

[Name of fund]

[Name of fund]

C



Catherine Joseph

HYD



Heena .

52226989

Analyst-Help Desk



Laptop Pass



Serial Number

PF2G6MMR



Re-login before
Offline access expires

LOGIN

BE YOURSELF, MAKE A DIFFERENCE.



23-Feb-2024

C8697625



**For Accenture use only*

Vaishnavi Bhandaru
H no.12.8.276/5/A, Aluggadabavi, Mettuguda, secunrabad 500017
Management Level - 13
Sublevel - 3

Job Profile - Digital Content Management New Associate
Job Family Group - Content
Business Deal - Non Contact Center

Dear **Vaishnavi**,

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.

Vaishnavi, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **swati.b.dixit** at **9522911480** 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.

*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) & 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.



INUMELLAS CONSULTANCY SERVICES PRIVATE LIMITED
CIN - U74910TG2022PTC158590

Email: accounts@inumellas.com

Ph: +91 9908972000

17 November, 2023

ICS/HYD/014

Dear **Saichand Saara**,

Thank you for the keen interest to join us. Consequent to your application, interviews, and subsequent discussions with us, we are pleased to offer you a career at **Inumellas Consultancy Services Pvt Ltd (ICS)**. Please accept our heartiest congratulations and a warm welcome to the ICS family.

You will be designated as **HR – IT Operations Executive**

The total gross compensation (total cost to company including benefits) offered is **Rs.1,80,000/- (Rupees One Lakh Eighty Thousands only) per annum**. Details are given in the attached **annexure 1**. Your date of joining would be **November 20th, 2023** up to which this offer is valid. The primary work location is **Hyderabad**.

As an employee of ICS, you are expected to work at least **45 hours every week** and will be entitled to 1 day paid leave every month apart from the 10 public holidays as decided for each year by the company. You will be working for **5 days a week** wherein you might need to work on 1 weekend day of your choice (Saturday or Sunday) as part of this 5 days, considering the type of work and the need of the organization owing to your role.

Please share the documents as mentioned in **annexure 2** as part of the acceptance of the offer and appointment for our company records.

You will be on probation for a period of **three months** from the date of appointment/ joining and will continue to be on probation until your services are confirmed, in writing, by the Company. You will be confirmed at the end of the probation period if your conduct and performance in the appointed position are found meeting the requirements of the Company during the period of probation.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

If you have queries on any of the above, please contact HR manager - **Mithra** (Email – mithra@inumellas.com)

Yours Sincerely,

For & On Behalf of

Inumellas Consultancy Services Pvt Ltd

Venkata Inumella
Director

This is a highly confidential document hence you are requested not to disclose it to anyone else.

Regd Addr - Flat No. 308, BL II West Wing R V Maanyatha ICRISAT Colony, Miyapur, Rangareddy, Telangana - 500049

Office Addr - BASIL, Suite B-1003, Level -10, SmartPace, The Platina, Gachibowli, Hyderabad, Telangana – 500032

PAN # AAGCI4793M



INUMELLAS CONSULTANCY SERVICES PRIVATE LIMITED
CIN - U74910TG2022PTC158590

Email: accounts@inumellas.com

Ph: +91 9908972000

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexure 1, 2.

Sign: _____

Name: Saichand Saara

Date:

ANNEXURE 1

Name: Saichand Saara

Compensation details:

Total Annual Compensation - **INR 1,80,000** (Rupees One Lakh and Eighty Thousands only)

Total Monthly Compensation - **INR 15,000 (Fixed)**

Basis your probation period completion, the company may revise the same basis your individual performance and also the company's performance, at the discretion of the company.

This is a highly confidential document hence you are requested not to disclose it to anyone else.

Regd Addr - Flat No. 308, BL II West Wing R V Maanyatha ICRISAT Colony, Miyapur, Rangareddy, Telangana - 500049

Office Addr - BASIL, Suite B-1003, Level -10, SmartPace, The Platina, Gachibowli, Hyderabad, Telangana – 500032

PAN # AAGCI4793M



INUMELLAS CONSULTANCY SERVICES PRIVATE LIMITED
CIN - U74910TG2022PTC158590

Email: accounts@inumellas.com

Ph: +91 9908972000

Conditions of hire:

Your employment with the Company will be subject to the following pre-conditions:

You will submit relevant documents as mandated by the Company;

- You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;
- You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
- You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
- You provide two satisfactory references, one being from your most recent employer (prior to joining ICS);
- Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company, as deemed necessary, is cleared; and
- You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
- Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Inumellas Consultancy Services Private Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Sign: _____

Name: Saichand Saara

Date:

This is a highly confidential document hence you are requested not to disclose it to anyone else.

Regd Addr - Flat No. 308, BL II West Wing R V Maanyatha ICRISAT Colony, Miyapur, Rangareddy, Telangana - 500049

Office Addr - BASIL, Suite B-1003, Level -10, SmartPace, The Platina, Gachibowli, Hyderabad, Telangana – 500032

PAN # AAGCI4793M



ANNEXURE 2

List of documents that you are required to share for our records (self-attested soft copies would suffice):

PREV EMPLOYEMENT(S):

- ☐ Relieving Letter, if applicable
- ☐ Experience Letter, as applicable

QUALIFICATION:

- ☐ Xth mark sheet and certificate
- ☐ XIIth mark sheet and certificate
- ☐ Graduation mark sheets and degree certificate
- ☐ Any other relevant Certificates

ADDITIONAL:

- ☐ ID Proof & Address Proof (PAN Card & Aadhar Card copies)
- ☐ Passport: All pages – 1 Set
- ☐ Latest Passport Photograph

This is a highly confidential document hence you are requested not to disclose it to anyone else.



R1 RCM Global Private Limited
12th Floor Building No. 1 and 1st Floor (Wing A and B),
Building No. 2, M/s. NSL SEZ, (Hyderabad) Private Limited,
IT/ITES SEZ at IDA Uppal, Ranga Reddy District, Hyderabad – 500039, Telangana, India
Tel: +91 040 42570000 | CIN: U74900DL2009PTC187041 | Website: www.r1rcm.com

STRICTLY PRIVATE AND CONFIDENTIAL

Methuku Uday Kiran Reddy
Plot:119, Sai Nagar Colony, Chowdariguda, Ghatkesar MDL, Medchal, Malkajgiri Dist
Hyderabad 500088

November 23, 2023

APPOINTMENT LETTER

Dear Methuku Uday Kiran Reddy,

Congratulations!

With reference to your application and subsequent interview, we are pleased to extend an offer of employment to you at R1 RCM Global Private Limited as **Associate Analyst**.

Subject to your accepting this appointment letter, your anticipated start date will be no later than **November 27, 2023**. Your appointment will be effective from the date of joining.

Your Annual Compensation will be **INR ₹235,000.00/-** cost to Company (CTC). Details of the CTC break up are given in Annexure-I provided with this letter.

Your primary work location will be **IND-Hyderabad** or any work location R1 RCM may ask you to work from time to time as per its discretion.

Please formally accept this appointment letter within two (2) days, failing which this offer shall lapse automatically. This appointment letter will stand revoked at the sole discretion of R1 RCM. This offer and your employment with R1 RCM is conditional upon you successfully clearing the background verification process as applicable at R1 RCM.

You will be receiving a joining instruction email confirming the details of your onboarding time, venue details from the R1 RCM Onboarding team before your start date.

The Company reserves the right to amend your date of joining prior to your start date, in-line with business exigencies. Any change to this effect, will be communicated to you vide a revised appointment letter.

You are required to undergo a training program consisting of different modules as per business requirement:



- This program will offer you extensive training on various modules required in the Revenue Cycle Management (RCM) and help you understand the business. Thus, enabling you to develop the skill set and learn the tools required in the RCM industry.
- You will be assessed at each stage of your training module and will be given due opportunity to improve and clear your training milestones.
- After you successfully graduate from the training program, your annual compensation shall stand revised at **Rupees Two Lacs Eighty Five Thousand only (INR 2,85,000/-)**. To this effect, a revised addendum to your appointment letter will be shared with you. Also, in case you are unable to successfully complete your training, the organization will take appropriate action per the terms and conditions of this appointment letter.

All decisions in reference to the progression and compensation revision will be governed by the appropriate company guidelines and may be revised by the management at its own discretion.

To ensure that you have full understanding of the terms and conditions of your employment at R1 RCM and the benefits available to you, there are a number of enclosures to this letter which you will need to adhere with during the course of your employment with us.

Please sign the enclosed copy of this letter, terms and conditions, confidentiality and intellectual property protection agreement and any other annexure attached.

We look forward to welcoming you to R1 RCM.

Sincerely,

For R1 RCM Global Private Limited,

Swati Khandelwal
Senior Vice President – Human Resources

I, Methuku Uday Kiran Reddy, hereby accept the offer of appointment on the terms and conditions set out in this letter of employment.

Employee Signature: {{Sig_es_:signer1:signature}}

Date: {{Dte_es_:signer1:date}}

Location: IND-Hyderabad



TERMS AND CONDITIONS

This statement of Terms and Conditions forms part of the contract of employment (the “Contract”) between **Methuku Uday Kiran Reddy** and R1 RCM Global Private Limited (“the Company”) and will be effective from the commencement of your employment with us.

Further information on R1 RCM policies and procedures are available on the Company intranet site, which shall be deemed binding upon you. R1 RCM reserves the right to review and update its employment policies and procedures as applicable from time to time and your agreement to comply and adhere by them will be deemed accepted.

Background Verification:

- 1) Your appointment / employment (whilst in service with R1 RCM) is subject to you clearing all the background checks as per the Background Verification process.
- 2) The Company at its sole discretion can authorize subsidiaries or affiliates of R1 RCM and any person or organization acting on its behalf to verify the information provided by you in the course of your job application and employment.
- 3) It is imperative to submit all your credentials, testimonials and required documents **within 15 days of joining**. If the particulars shared by you are found to be incorrect, inaccurate or misleading, your appointment shall be revoked, and your services will be terminated per applicable Company policy.
- 4) Your appointment is subject to medical and/or drug screening test clearance, on your joining or anytime post your joining as part of random screening checks.
- 5) If the outcome of the medical/drug test is not as per the acceptable norms/standards, your employment shall be terminated and/or necessary actions would be initiated as per applicable Company policy.
- 6) The management will be within its rights to request an employee to get tested for drug/substance/alcohol abuse/usage during working hours, if the management has a reasonable suspicion of the same. Refusal to the random screening by an employee will be constituted as an act of gross misconduct/ misbehavior.

Probation Period:

- 1) You will be on probation for a period of six months from your date of joining. During this period, you are expected to set your key results/goals in consensus with your Manager.
- 2) On satisfactory completion of your probation, your services will be confirmed in writing. Unless confirmed in writing, you shall continue to remain on probation. There shall be no automatic confirmation in service.
- 3) In case your performance and/or conduct is found unsatisfactory, the Company may in its discretion extend the probation period in writing.
- 4) The Company reserves the right to terminate your services during probation without giving any reason, or any prior notice/payment in lieu of notice.

Hours of Work:

- 1) R1 operates 24/7 and 365 days a year, so your working hours may involve Day and Night shift and working weekends and public holidays as permitted under applicable laws and company policies.
- 2) Your working hours can be varied at the sole discretion of the Company, you may also be required to work beyond the working hours depending on business exigencies / requirements per the applicable company policy.

Leaves:

- 1) You will be eligible for leaves as per the Company policy.
- 2) All eligible female employees will be entitled to maternity leaves in-line with the Maternity benefit Act, 1961.

**Compensation & Salary Structure:**

- 1) Your salary will be paid on a monthly basis on or around the last working day of each month and is subject to applicable taxes, duties, cess and other applicable withholdings. All tax liabilities arising out of your entire remuneration, package, present or future, shall be borne by you.
- 2) Any amount recoverable/payable from you towards R1 RCM may be adjusted from your monthly salary at the sole discretion of the Company.
- 3) The Company reserves the right to review and change its compensation structure or revise the salary components subject to modification/ change/ discontinuation/ amendment as per the applicable policy/statutory regulations from time to time.

Increments and Promotions:

- 1) Your performance and contribution to the company will be an important consideration for salary increment and promotions.
- 2) R1 follows the philosophy of Pay for Performance and Promote for Potential depending upon position availability and all promotions will be based on applicable company policy.

Statutory and Other Benefits:

- 1) You will be eligible for various statutory benefits in accordance with the relevant laws.
- 2) You will also be eligible to participate in the Company's benefits scheme, details of which are set out in the attached benefits flyer which does not form a part of your contract. These benefits are subject to the applicable policy/plan in force from time to time.

Transfer & Relocation:

- 1) During your employment with the Company, you will be liable to be transferred to any of the offices, location, departments, or/ business units of the Company or of associate companies/ group companies, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment or unless otherwise specified at the sole discretion of the management.

Retirement:

- 1) On reaching the age of 60 years, you will retire from the services of the Company. Your date of birth as recorded at the time of your appointment with the Company will be considered as the authenticated date of birth for purposes throughout your service with the Company and no changes will be permitted under any circumstances.

Notice Period:

- 1) Either party can initiate the separation of employment by giving required notice period (refer point below) or payment in lieu of notice thereof. Any deviations from this shall be on the sole discretion of R1 RCM Management.
- 2) Required notice period:
 - o Level 1S Associate 0
 - o Notice Period 30 days.

Separation:

- 1) Upon confirmation of your services with the Company, R1 retains the right to terminate your services without any prior notice/payment in lieu of notice in the event of any act of omission or commission committed by you, which constitutes gross misconduct.
- 2) The Company reserves the right to terminate your employment for any behavior which results in breach of Company policy and/or loss of confidence and/or jeopardizing the interests of the Company and / or involvement in any misconduct and / or any criminal activity and/ or any other reason not enlisted herewith. Termination or any such related action will be taken as per applicable Company policy.
- 3) If your performance is found to be unsatisfactory as per the expectations/ tasks provided, the Company may afford you



opportunities to assist and enable you to improve your performance. If your performance does not improve as per the expectations/ tasks provided, Company reserves the right to terminate your employment at any time.

4) At the time of separation of your employment, you need to handover all the Company entrusted documents/ provided assets/ property in an acceptable condition. It is agreed that any damage to Company assets/property and amount due to the Company by you will be adjusted via reverse bank transfer.

5) Your full and final settlements will be initiated only after you have completed all necessary clearances. Only upon settlement of your dues towards R1 RCM, you shall be relieved from your contractual obligations and provided any service certificates thereof.

Abandonment of Employment:

1) Your absence for a period of three days and/ or more days without prior information or approval from your Supervisor and/or HR (including overstay of sanctioned leave duration), shall be treated as Abandonment of service. The Company in such occasion retains the right to terminate your services without any prior notice or payment in lieu of notice in such instance.

2) In such cases the Company also reserves the right to withhold any service certificates or payments due to you.

Dual Employment:

1) You shall not enter into any contract with any third party whether full time or part time during the period of your employment at Company.

2) You will not undertake any other employment, personal business, assume any public or private office or honorary or remunerative except with the prior written permission/ approval of the management. You shall not indulge in any business, trade or a vocation for profit or otherwise during your employment with the Company.

3) Violation of the above shall render you liable for stern action as per applicable Company Policy and / or Law which may include your dismissal/termination from service.

Workplace Harassment:

1) R1 RCM has an Equal Employment Opportunity Policy which employees must follow, at all times.

2) The management has a zero-tolerance on workplace discrimination, harassment, sexual harassment and bullying.

3) Any breach with regards to the same can lead to disciplinary action including termination per the applicable policy.

Integrity & Confidentiality:

1) You will be required to demonstrate highest degree of integrity in the performance of your responsibilities. During the course of your employment with R1 RCM, and at least for a period of one year thereafter, you will not transit, disclose or otherwise use confidential and proprietary information of the Company, its clients, vendors, independent contractors and subcontractors to an authorized or unauthorized person, except as and may be required in the course of your duties in connection with the Company's business without prior consent or confirmation in writing. You will also abide by all confidentiality, safety and security regulations of the Company as may be applicable from time to time.

2) Breach of the above obligation gives cause of action to the Company to proceed with appropriate civil and criminal liabilities, in addition to immediate termination of your services.

3) Personal Data shared by you will be held by the Company for legal, personnel, administrative and / or management purposes and may be shared with authorized subsidiaries or affiliates of R1 RCM and any person or organization acting on behalf such as:

a. Third party vendors who provide services to the Company (benefits provided, record maintenance, health benefits, background verification and payroll administrator), legal counsel, regulatory authorities, auditors, external investigators, authorized government authorities.

b. Your personal identifiable information and sensitive personal data will be located/ stored within the territory of India or US or any other country where the Company will open its branches/ establishment in future, safely with reasonable safeguards to avoid any unauthorized usage/ access of the data.

c. Your further consent to your Personal data and Sensitive personal data will be shared with the concerned authorized government official if the same is sought over a written orders/ communication.

**Communication:**

1) That you shall furnish residential address/ mobile or phone number/ email id for communication at the time of joining the organization. Subsequently if in future there is a change in address for communication details already provided you shall intimate the HR Department in writing about the same within 48 hours of such change having taken effect. Any communication sent to you on that residential address/ mobile or phone number / email id shall be deemed to have been served.

Please sign the duplicate copy of this letter, in token of your acceptance of the above terms and conditions and send it to us within two (2) days, failing which the offer stands withdrawn without any further reference to you.

If you would like to discuss any details of your conditions of employment do not hesitate to contact the Human Resources Team at career.india@r1rcm.com.

We welcome you as a member of our team and wish you a successful career with R1 RCM.

For R1 RCM Global Private Limited,

Swati Khandelwal
Senior Vice President – Human Resources

I, Methuku Uday Kiran Reddy, hereby accept the offer of appointment on the terms and conditions set out in this letter of employment.

Employee Signature: {{Sig_es_:signer1:signature}}

Date: {{Dte_es_:signer1:date}}

Location: IND-Hyderabad



ANNEXURE-I

Name: Methuku Uday Kiran Reddy
Band: 1S Associate 0
Date of Joining: November 27, 2023
Work Location: IND-Hyderabad
Designation: Associate Analyst
Cost to Company: INR ₹235,000.00

COMPOSITION – Total Cost to Company

Basic Monthly: **INR ₹12,000.00**
Basic Annually: **INR ₹144,000.00**
House Rent Allowance Monthly: **INR ₹1,344.00**
House Rent Allowance Annually: **INR ₹16,122.00**
Internet Allowance Monthly: **INR ₹600.00**
Internet Allowance Annually: **INR ₹7,200.00**
Advance Statutory Bonus Monthly: **INR ₹3,000.00**
Advance Statutory Bonus Annually: **INR ₹36,000.00**
PF Contribution by Employer Monthly: **INR ₹1,512.00**
PF Contribution by Employer Annually: **INR ₹18,144.00**
Gratuity Monthly: **INR ₹577.00**
Gratuity Annually: **INR ₹6,926.00**
ESIC Monthly: **INR ₹551.00**
ESIC Annually: **INR ₹6,608.00**
Total Retirals – Employer Contributions Monthly: INR ₹2,640.00
Total Retirals – Employer Contributions Annually: INR ₹31,678.00
Total Cost to Company – Employer Contributions Monthly: INR ₹19,583.00
Total Cost to Company – Employer Contributions Annually: INR ₹235,000.00

Extremely Confidential:

Your compensation is a subject matter of extreme confidentiality. Sharing of your compensation details with anyone other than authorized HR person or your function head is strictly prohibited and falls under zero tolerance policy of the company.

For R1 RCM Global Private Limited,



Swati Khandelwal
Senior Vice President – Human Resources

I, Methuku Uday Kiran Reddy, hereby accept the offer of appointment on the terms and conditions set out in this letter of employment.

Employee Signature: {{Sig_es_:signer1:signature}}

Date: {{Dte_es_:signer1:date}}

Location: IND-Hyderabad



EXPLANATION OF COMPONENTS

Details of each element of your salary (Total Cost to Company) are provided below: -

BASIC

Basic component of your salary is driven as a percentage of total cost to company on the basis of your career level. R1 always provides a Basic salary more than the state minimum wage prescribed under the law. Furthermore, Basic component also serves as a driving factor for other allowances mentioned below.

Basic component of your salary is taxable in accordance with tax laws of India and forms part of your take home cash.

HOUSE RENT ALLOWANCE (HRA)

HRA is a cash allowance provided to assist employee for a rented accommodation. Furthermore, employee can avail tax savings on HRA in accordance with tax laws of India and provided they are living in a rented accommodation.

HRA is driven as a percentage of your Basic salary.

ADVANCE STATUTORY BONUS

Statutory bonus is payable as a cash allowance in accordance with The Payment of Bonus Act, 1965. This allowance is paid at 20% of basic salary, which is at the maximum defined limit on a range of 8.33% of Basic to 20% of Basic.

PF CONTRIBUTION BY EMPLOYER

R1 contributes 12% of Basic towards employee's EPF account. These contributions are directly deposited into employee's PF and EPS account along with employee's contribution (12% of Basic) through payroll process and qualifies for tax rebate under Section 80-C of Indian Income Tax act.

GRATUITY

Gratuity is social security benefit paid by R1 to its employees on leaving services upon successful completion of 4 years 240 days or more. A contribution equivalent to 4.81% of monthly basic is reserved towards this benefit and is paid in accordance with the provisions of The Payment of Gratuity Act, 1972 as a token of gratitude towards associating with the company for long.

ESIC

ESI is a social security and health insurance scheme managed by Employee's State Insurance Corporation according to the rules and regulations in the ESI Act, 1948.

R1 contributes 3.25% of gross wages in addition to 0.75% of employee's contribution. The contributions are processed through payroll on a monthly basis and are remitted to employee's ESI account.

Extremely Confidential:

Your compensation is a subject matter of extreme confidentiality. Sharing of your compensation details with anyone other than authorized HR person or your function head is strictly prohibited and falls under zero tolerance policy of the company.



Offer ID : GS20089657



Name	Putta Akshitha
DOJ	21-Mar-2024
Location	SECUNDERABAD





Quality Practice. Quality Care.



Mastan

Blood: O⁺

Employee ID: 63362

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



Genpact Onb... 2 days ago

to me ▾



Hi Deeksha,

We're thrilled to welcome you to Genpact! Thank you for accepting the offer. We look forward to getting you on board at the earliest.

As a global professional services firm that makes transformation real and drives digital-led innovation and digitally-enabled intelligent operations for leading Fortune 500 companies worldwide, we believe in creating bold, lasting results to transform individuals, communities, and businesses.

Kick-start your Genpact journey now!

Click on the button below to start onboarding. You will have to set up a password before proceeding further.

Genpact Recruitment Team - Commitment sheet



Genpact - Re... 4 days ago



to me ▾



Hi,

We are pleased to inform you that after having successfully completed all the levels of discussions, you have been selected for the position of Apprentice with GENPACT INDIA PVT. LTD. The Monthly Stipend to be paid would be 21000 INR. Please find below the link to the commitment sheet that you are required to fill up and submit back to us with your acceptance to the mentioned terms and conditions in this email.

Next steps and other details will follow upon receipt of your acceptance. Please ensure you read the document carefully and respond to each statement. If you have any questions related to any of the statements and what they mean, please do ensure you get your doubts cleared with your recruiter

[http://genpact.avature.net/
FormCompletionRequest?uid=Os4ygI7Rw7vcyPC0](http://genpact.avature.net/FormCompletionRequest?uid=Os4ygI7Rw7vcyPC0)



B Praneeth Abraham

Employee ID: 611037

Ref No: 27106455
17-Nov-2023

Manasa Nandineni



Dear **Manasa**,

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

Your annual total compensation will be **INR 230,005**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

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

We request that you join us on or before **20-Nov-2023**.

Please note:

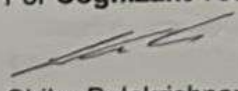
- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence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

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

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

Best regards,

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



Shibu Balakrishnan
AVP – HR

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

Signature:

Date:

OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT

Velagala Nikithareddy
11-202, old malahar, Sahara states, Mansoorabad
Hyderabad
500068
IND

Dear Velagala,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for Fixed-Term Employment for the position **GO-AI Associate** attached to our Hyderabad office, as further detailed hereunder.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept this fixed-term employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **5 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your fixed-term employment with Amazon India will commence on 20-May-2024 and shall end as per the provisions contained in Section 15 hereinbelow.

2. Duties

- 2.1 You will be employed in the position of **GO-AI Associate**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your

1

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th
Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka
India

Tel. : +91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :
U72200KA2004FTC034233



Profile



Abhijeet Verma

CS Associate, L2

CS Ops-Kindle(D2) direct-VAR

[Manage personal information](#)



[Show more](#)



Supervisor



Swapnil Kaushik kaushisw@
D2AS Team Manager

[Show leadership team](#)



Job details

Login

lvabhii



Home



Schedule



Pay



More

THILAK M
+91 86885 90361
☎+91 81791 30870



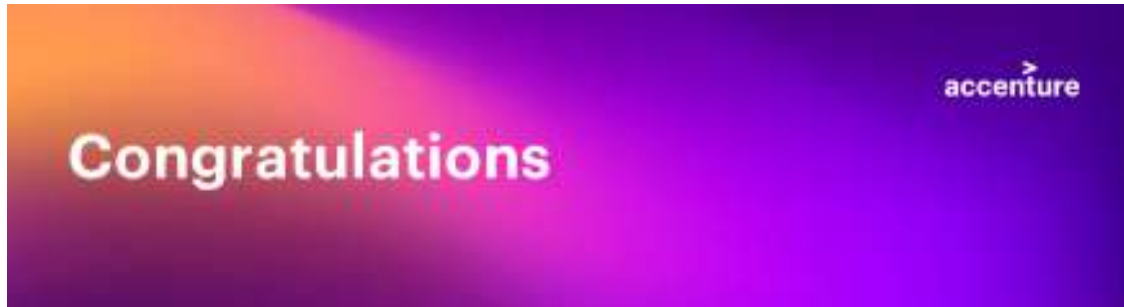
PRAGNANANDH D
+91 63095 46780

CRAFTED CASTLETM

ARCHITECTURE & INTERIORS

"Design as Unique as you are"

11-29-15/1/A, Near Sangamithra Techno School, Deshaipet Road,
WARANGAL, T.S.-506006



09 May 2024

C07349582

Madhav Gampa

11-128 old beat bazaar behind municipal office Mancherla 504208

Dear **Madhav Gampa**,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Accenture Operations Delivery Centers in India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 13

Sub Level - 3

Job Title - **Trust & Safety New Associate**

Job Family Group - **Business Process Delivery**

Business Deal - **Non - Contact Center**

At this stage we expect you to join us at **Hyderabad**

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.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote Working Conditions - Declaration to be submitted by you.
- Annexure 4 for Declarations to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme.

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment. Further, at the time of joining you are required to provide all documentation identified in Annexure 2.

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 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

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.

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.

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

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.

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. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the application form 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. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit

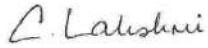
the documents or any mismatch in information shared by you. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Madhav, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Bhavini Sinha at bhavini.a.sinha@accenture.com should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India

ACKNOWLEDGED AND AGREED

Candidate's signature {{Sig_es_.signer1:signature}}
Madhav Gampa

Date: 09 May 2024

ANNEXURE 1 : COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS		
	Annual (INR)	
(A) Annual Fixed Compensation*	INR 220,000/-	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 220,000/-	INR 255,200/-
(C)#Additional Benefits		
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 3,700/-	
Notional Insurance Premium paid by Company	INR 13,600/-	
(D)##Additional Discretionary Reimbursements		
##Additional discretionary 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 3,300/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]	

Total Cash Compensation Elements*Annual Fixed Compensation****

*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 and Allsec Payroll FAQs. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document which elaborates the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

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

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. Appropriate employee's contribution to PF will be deducted and submitted to the regulators by the Company 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.

VARIABLE BONUS

You will be eligible to participate in the FY23-24 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.

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 plan 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/-**. 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.

Please note that all insurance benefits whether (Base or optional) will have a co-payment provision subject to the terms of the insurer.

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, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

#(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 Share Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

• Employee Share 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.

STATUTORY BONUS

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.

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 Medical Insurance, Personal Accident Insurance and Relocation Assistance programme 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 2 : REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photographs (mandatory to be submitted on day 1)
2. PAN card copy (mandatory to be submitted on day 1)
3. Copy of highest education certificates
4. Copy of any mark sheets (Last semester mandatory)
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc.)
6. Relieving letters from previous employer
7. Document/s containing start date and end date of the last two employers
8. Passport copy , if available (if not please apply immediately)
9. UAN Number and PF Statement for your last two employments before Accenture
10. Form 16 and Form 26AS from any period of your tenure with the last two employments before Accenture.
11. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
12. 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, labor 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.

ANNEXURE 3 : 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, 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-a-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 Accenture or employment with Accenture, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

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

ACKNOWLEDGED AND AGREED

Madhav Gampa

Date: 09 May 2024

Disclaimer

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Munakala Bharath Teja Reddy

Emp WD ID :161784



LANCESOFT



Employee ID : LSI16676

Name : YACHARAM LOKESH

Blood Group : O +VE

Emergency Contact : 9949871167

Issuing Authority


LanceSoft India Pvt Ltd

1st Floor, Block 1, Wing B NSL Arena Centre IDA


Ramanthapur Road, Uppal Telangana

Hyderabad-500039 Ph +91 9030015717

divshorb



Divyanjali Reddy
Baddam




+32777559 11102493726-1

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XT

divshorb



Divyanjali Reddy
Baddam

MassMutual

India



Name : Nagulapally
Lokesh Reddy

ID No : MMV3838

Date of issue : 2-Jan-2024

Valid up to : 2-Jan-2027

Blood Group : O+ve

Emergency No : +91 9912542380

Authorized Signature

SEZ Authorized Signature

MassMutual Global Business Service India LLP
7th Floor, Block 1, BSR Builders LLP, IT/ITES SEZ
Sy No 142, Nanakramguda Village Serilingampally
Ranga reddy district, Telangana 500008



ASIAN PROFESSIONAL
ENGAGEMENT NETWORK



Alekhya
Sadhu

MassMutual
India



Name : Vangala
Rajeev Kumar

ID No : MMV3837

Date of issue : 2-Jan-2024

Valid up to : 2-Jan-2027


Blood Group : O+ve

Emergency No : +91 8008405792

Authorized Signature

SEZ Authorized Signature

MassMutual Global Business Service India LLP
7th Floor, Block 1, BSR Builders LLP, IT/ITES SEZ
Plot No 142, Nanakramguda Village Serilingampally
Mandal, Ranga reddy district, Telangana 500008, India

 **Swayam Infologic**



Vibhakar Bhaskaran
SW 440

MassMutual

India



Name : Juliana
Sequeira

ID No : MMV3582

Date of issue : 04-Dec-2023

Valid up to : 04-Dec-2026

Blood Group : B-ve

Emergency No : +91 6309820971

Authorized Signature

SEZ Authorized Signature

MassMutual Global Business Service India LLP
7th Floor, Block 1, BSR Builders LLP, IT/ITES SEZ
Sy No 142, Nanakramguda Village Serilingampally
mandal, Ranga reddy district, Telangana 500008, India



Mogili Sree
Lekha

regalix

11332



**Bandi Siva
Sahithya**

EMERGENCY NO.

+91 40-68159000

BLOOD

B +



UDYAM REGISTRATION CERTIFICATE

UDYAM REGISTRATION NUMBER

UDYAM-TS-09-0046515

NAME OF ENTERPRISE

SRI VENKATESHWARA BRICK INDUSTRIES

TYPE OF ENTERPRISE *

SNo.	Data Year	Classification Year	Enterprise Type	Classification Date
1	2020-21	2022-23	Micro	31/10/2022

MAJOR ACTIVITY

MANUFACTURING

SOCIAL CATEGORY OF ENTREPRENEUR

GENERAL

NAME OF UNIT(S)

S.No.	Name of Unit(s)
1	SRI VENKATESHWARA BRICK INDUSTRIES
2	SRI VENKATESHWARA CONSTRUCTIONS AND DEVELOPERS

OFFICAL ADDRESS OF ENTERPRISE

Flat/Door/Block No.	PLOT NO 207	Name of Premises/ Building	TIRUMALA NAGAR
Village/Town	ALMASGUDA	Block	ALMASGUDA
Road/Street/Lane	BALAPUR MANDAL	City	HYDERABAD
State	TELANGANA	District	RANGA REDDI , Pin 500058
Mobile	9866237259	Email:	gvenkateshwarlu20@gmail.com

DATE OF INCORPORATION / REGISTRATION OF ENTERPRISE

10/04/2015

DATE OF COMMENCEMENT OF PRODUCTION/BUSINESS

10/04/2015

NATIONAL INDUSTRY CLASSIFICATION CODE(S)

SNo.	NIC 2 Digit	NIC 4 Digit	NIC 5 Digit	Activity
1	41 - Construction of building	4100 - Construction of buildings	41001 - Construction of buildings carried out on own-account basis or on a fee or contract basis	Manufacturing
2	47 - Retail trade, except of motor vehicles and motorcycles	4752 - Retail sale of hardware, paints and glass in specialized stores	47521 - Retail sale of building material such as bricks, wood, sanitary equipment	Trading
3	68 - Real estate activities	6820 - Real estate activities on a fee or contract basis	68200 - Real estate activities on a fee or contract basis	Services

DATE OF UDYAM REGISTRATION

31/10/2022

* In case of graduation (upward/reverse) of status of an enterprise, the benefit of the Government Schemes will be availed as per the provisions of Notification No. S.O. 2119(E) dated 26.06.2020 issued by the M/o MSME.

Disclaimer: This is computer generated statement, no signature required. Printed from <https://udyamregistration.gov.in> & Date of printing:- 28/11/2022

For any assistance, you may contact:

1. District Industries Centre:

RANGAREDDY (TELANGANA)

2. MSME-DFO:

HYDERABAD (TELANGANA)

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NEWMARK



VAVILALA JYOTHI LAXMI

EMP CODE : NMRK-780

BLOOD GROUP : O+ve



Employee Name : Salla Akshitha

Emp Code : 63687

Location : Hyderabad

Subject: Letter of Appointment

Ref: Offer Letter executed between Inventurus Knowledge Solutions Limited (the "Company"/"IKS Health") and yourself.

Dear Salla Akshitha,

In accordance and subject to the terms and conditions of the Offer Letter executed between you and the Company as if the same are reproduced herein and incorporated by reference, we are pleased to appoint you as **Junior Revenue Cycle Representative** in Grade **13** with effect from **Wednesday Nov 15,2023** (the "Effective Date").

You will be on probation for a period of six (6) months from the Effective Date. Subject to your satisfactory performance, the Company may confirm your appointment or extend your probation at its sole discretion. Your employment with the Company is based upon the information furnished by you in your employment application and all further declarations and undertakings. In the event, if any information and/or declaration is found out to be false, incorrect, misleading or fabricated, the same will lead to termination of your employment with the Company with immediate effect without notice.

The terms and conditions of your employment shall be subject to due observance and compliance with all policies, rules, regulations and procedures of the Company, which the Company may from time to time separately frame or amend in its sole discretion including but not limited to the Background Check Self Attestation Form annexed herewith as Annexure A.

Please sign this letter in duplicate and kindly return to us one signed original.

Your failure thereafter to join the Company shall be considered as your withdrawal from the acceptance of the offer and the Company shall be entitled to take appropriate action against you including but not limited to replacement of your candidature.

We look forward to having you as part of the IKS Health team.

Yours sincerely,

For INVENTURUS KNOWLEDGE SOLUTIONS LTD.

Approved and Released by

The Talent Engagement Team*

For Inventurus Knowledge Solutions Limited

(*This is an electronically generated document and hence not signed)

Salla Akshitha

I accept the above offer on the terms indicated.



Annexure A - Background Check Self Attestation

I **Salla Akshitha**, hereby confirm that all information and documents provided by me are true and represent accurate details of my educational and previous employment.

I further confirm that:

- (i) I have not been excluded, debarred, or otherwise held/determined eligible for participation in any United States of America federal or state health care program
- (ii) I have not been convicted of any criminal offense related to health care.
- (iii) I agree and acknowledge that this appointment Letter is subject to the successful completion of my background verification by the company.