

Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer

Inbox



Amarnath Vattikonda
<amarnathvattikonda@gmail.com>

12:40 (17 minutes ago)

to me

----- Forwarded message -----

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>

Date: Mon 4 Jul, 2022, 3:56 PM

Subject: Infosys Campus Recruitment Program: Congratulations, you have a job offer

To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for Systems Associate role. The compensation for this role is INR 2.2 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys



Data Marshall

Healthcare Analytics | Revenue Enhancement

Data Marshall Private Limited
Plot #6, D. No. 8-2-268/K/6,
Road #2, Banjara Hills, Hyderabad,
Telangana - 500034, India.

Tel: +91 (40) 23555729/30
Web: www.datamarshall.com
Email: hr@datamarshall.com
CIN: U72900TG2002PTC038538

ISO/IEC 27001:2013 Certified

Private & Confidential

6th March 2023

To

Mr. Thirumani John Wesley

Vijayawada.

Dear Thirumani John Wesley,

Congratulations!

Further to your application and the subsequent selection process that you have appeared with us, we are delighted to offer you the role of **TRAINEE - BILLER** at an agreed annual compensation of **Rs. 246939/-** and your place of working will be **Hyderabad**.

Your Training start date with us would be **6th March 2023**. we would appreciate your joining **Data Marshall Private Limited, Hyderabad** on or before your start date, beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

As informed you during our pre-selectin orientation, first 4 – 6 weeks will be an assessment period in training program, you will be eligible for onboarding as employee of the organization subject to you successfully clearing the assessment test. A detailed appointment letter along with your compensation break-up shall be provided to you at the time of your onboarding as regular employee with **Data Marshall Pvt Ltd**.

The following documents are required to be produced at the time of joining. Please provide originals and self-attested photocopies; originals will be returned after verification. All the documents are mandatory and should be submitted on the date of joining.

1. Photocopies of Academic Certificates from 10th to Highest Degree.
2. Photocopy of Proof of Address (Aadhar card)
3. Photocopy of ID Proof (Aadhar Car/ Passport / PAN Card / Driving License / Voter ID)
4. Five latest Passport size color photographs in formal attire

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

For Data Marshall Pvt. Ltd

THRIVIKRAM DAMARAJU

HEAD – HUMAN RESOURCES



Data Marshall

Healthcare Analytics | Revenue Enhancement

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CIN: U72900TG2002PTC038538

ISO/IEC 27001:2013 Certified

Private & Confidential

6th February 2023

To

Ms. Chandaka Bhavana Vigna
Vijayawada.

Dear Chandaka Bhavana Vigna,

Congratulations!

Further to your application and the subsequent selection process that you have appeared with us, we are delighted to offer you the role of **TRAINEE - BILLER** at an agreed annual compensation of **Rs. 246939/-** and your place of working will be **Hyderabad**.

Your Training start date with us would be **6th February 2023**. we would appreciate your joining **Data Marshall Private Limited, Hyderabad** on or before your start date, beyond which the offer would stand withdrawn, unless a new date is agreed to, by us in writing.

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The following documents are required to be produced at the time of joining. Please provide originals and self-attested photocopies; originals will be returned after verification. All the documents are mandatory and should be submitted on the date of joining.

1. Photocopies of Academic Certificates from 10th to Highest Degree.
2. Photocopy of Proof of Address (Aadhar card)
3. Photocopy of ID Proof (Aadhar Car/ Passport / PAN Card / Driving License / Voter ID)
4. Five latest Passport size color photographs in formal attire

We take great pleasure in welcoming you to our organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

For Data Marshall Pvt. Ltd

THRIVIKRAM DAMARAJU

HEAD – HUMAN RESOURCES

OFFER LETTER

Date:06/03/2023.

Ref Code: ELT/23-24/213/C

Dear T PUSHPA SRI,

Congratulations!!!

We are pleased to offer you employment at **SPEAKING TREE** as an **ENGLISH LANGUAGE TRAINER (ELT)** for the academic year (June/July 2023-March/ April 2024). We feel that your skills and background will be valuable assets to our team. While welcoming you to be a part of **SPEAKING TREE**, we would like you to walk through and understand the terms and conditions.

INITIATORY TRAINING

1. You will have to undergo Initiatory training for 5-7 weeks in our H.O in the month of June 2023. During the initiatory training you will be required to sign an Assignment Agreement to work as a Professional English Language Trainer with us for at least one academic year.
2. This Initiatory training will primarily focus on the teaching and training techniques and will equip you with all the necessary qualities required to work in **SPEAKING TREE**. However, failing to perform well will effect on your placements and it may even lead to Assignment Agreement's termination.
3. You should be ready to work anywhere in Andhra Pradesh & Telangana after the successful completion of initiatory training.
4. Standard accommodation will be provided during the initiatory training and you will have to make your own arrangement for your food etc., if you are a non-resident of Vijayawada.

PERSONAL GROWTH

1. You will get to see the whole transformation of yourself in terms of English language proficiency and communication skills personally and professionally by imbibing self-confidence. You will get to meet the new 'YOU'. This will help you wherever you are in your career.

FINANCIAL & CAREER GROWTH

- You will be paid a professional fee of **Rs.18,000/-p.m** (Rupees Eighteen Thousand) from the date of your reporting.
- You will be certified for your English proficiency under **ENGLISH LANGUAGE SKILL ENHANCEMENT PROGRAM** after successful completion of one academic year.
- You will also be provided with added income source through **INDIAN NATIONAL GRAMMAR QUEST 2023-24 (INGQ) & JAAGO GENIUS 2023-24.**
- You will be provided standard accommodation from the date you report for your assignment and traveling allowance wherever applicable.
- Your sincere services will be valued at the end of successful completion of the academic year in the form of promotion which will enhance you to be a leader for a great team.

OFFICE REQUIREMENTS

1. You must submit any one of the academic original certificates to us at the start of the initiatory training.
2. Two months mandatory notice is required to discontinue your services before the closure of the academic year.
3. If failed to report at the work place after the Initiatory training, you will have to pay us Rs.40,000/- towards the training and facilities provided.

You will have to carry and submit these documents when you come for initiatory training without fail.

1. Any Academic Original Certificate.
2. PAN Card Copy
3. AADHAR copy
4. 5 Passport Size photos.

**Terms and conditions apply*



The entire team at SPEAKING TREE is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of the organization.

Note:- For any further clarifications please contact on +91-7093329963 / 9911993767 or email us at speakingtreevja@gmail.com

If you have read and understood the rules and regulations of the terms of appointment, send us an email hereby stating that you accept the offer to speakingtreevja@gmail.com by 15th April.

The date of the initiatory training will be intimated through mail and over the phone, once the acceptance letter is sent.

With Best Wishes

(Director)

192715

Date: 21/06/2022**Intent to Offer**

Dear Amarnath Vattikonda,

Syntellect ID: ASB22286126

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

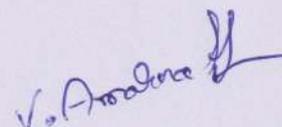
This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- c) You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.



If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Encl: Annexure

ANNEXURE A**SALARY DISTRIBUTION**

Name:	Amarnath Vattikonda	
Designation:	Associate Consultant	
Band & Grade:	GCM 1	
Pay and Allowance	Monthly	Yearly
Basic Pay	6,563	78,750
Basket of Allowances (BOA)	8,497	1,01,962
Gross Pay & Allowances	15,059	1,80,712
Provident Fund (PF)	1,657	19,888
Statutory Bonus	2,033	24,400
Statutory & Retirals Benefits	3,691	44,288
Cost to Company (OTE)	18,750	2,25,000

192304

DC: 04/2019-2022

901036869



MRF

MRF Limited, New No. 114 (Old No. 124), Greams Road, Chennai - 600 006.
Tel : 91-44-2829 2777 Fax : 91-44-2829 2895 CIN : L25111TN1960PLC004306
Website: www.mrftyres.com

Offer Letter

21.07.2022

Dear **Mr. Vuyyala Krishna Babu**,

Congratulations and Welcome to MRF Family!

With reference to your application and the subsequent discussions, we are pleased to offer you employment as **Supervisor - Production** in **MA1** Grade in the **Production department** at **Medak plant** on the following terms and conditions:

1. The discussed and agreed CTC compensation package is given in the Annexure I
2. Your offer of employment is conditional upon you being medically fit to perform the services of the organization. You will be required to undergo medical examination as per MRF guidelines which is attached in Annexure II
3. You need to bring the original documents and a set of photostat copies at the time of joining as per the list attached in Annexure III for verification.

A detailed appointment letter will be issued to you on your joining. We would expect you to join on or before **23rd Aug'22** failing which the offer is liable to be withdrawn.

Please return the copy of this letter duly signed as a token of your acceptance at the earliest

Thanking you,

Yours faithfully,
For MRF LIMITED,


Biju Sebastian
Vice President-HRS

Acceptance:

I accept employment with the organization on the terms and conditions set out in this offer letter, a copy of which I confirm I have received

Name : _____

Date : _____

Signature : _____

HRD/InfosysBPM/1004691443

June 21, 2022

Mr. SUHAIL MOHAMMAD
74-6/8-2B,SRI RAMALINGESWARA TOWERS
AYAPPA NAGAR,AUTO NAGAR
Vijayawada-520007
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear SUHAIL,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 23-June-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20497/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10th standard marks card*	Mandatory
2	12th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 (mandatory)
6	Diploma marks cards* and certificate(if applicable)	6 (mandatory)
7	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
8	Post graduate mark cards* and certificate (if applicable)	Mandatory
9	NSR registration number or ITPIN number or web registration number	Mandatory
10	Passport**	Optional
11	Driving License	Optional
12	Passport/Driving License/PAN Card/Voters ID	Mandatory
13	Aadhar Card***	Mandatory

*Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

**The Company reserves the right to initiate background verification (BGV) for all employees.

***Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

4. Background Verification

The Company may, in its sole discretion conduct background checks, prior to or after your date of joining the Company, including but not limited to, for the purpose of validating your identity, your suitability to the concerned employment, the address provided by you, the education details provided by you, the details of your prior work experience (if any) and criminal checks. You expressly consent to, the Company conducting such background checks. In this connection, you are required to furnish the documents as mentioned in the section titled as 'Submission of Documents' in this Offer Letter and the Company reserves the right to seek further documents in addition to the documents listed in the said section to substantiate the details you have provided to the Company.

If the Company is not satisfied with the outcome of the background checks and/or any concerns are raised in a background check, attributable to, false information or mis-statement or misrepresentations or omission of facts in the details provided by you, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

5. National Skills Registry

The Company has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service & quality and in order to do this, we have maintained a strong focus on compliance. NASSCOM, the premier industry Organization has conceived the "National Skills Registry" that promises more effective information security standards. It aims to register employees working in our industry on a web enabled database and uniquely identify each industry person based on bio-metrics. You are required to complete your web registration with National Skills Registry before you join the Company. You will also have to produce the proof of registration when you join the Company. Failure to produce the proof of registration as acceptable to the Company on the date of joining may entail in the withdrawal of this Letter of offer and no rights shall arise/ be enforceable by you under this Letter of offer. The cost of your registration with National Skills Registry and the subsequent verification of your database by Nasscom's empaneled background checkers will have to be borne by you. For more information on national skills registry, please visit www.nationalskillsregistry.com.

6. Relocation benefits

As per the Company's policies you will be entitled to relocation benefits at the time of joining the Company. The Company will reimburse the relocation expenses incurred by you on actuals, provided you submit to the Company the receipts/invoices evidencing those expenses. The relocation benefits will be recovered from you, in case you choose to leave your employment within 180 days of your joining the Company.

7. Transfer/Secondment

Please refer to the 1 page of this Offer of employment for your location of posting. However, you can be transferred/seconded to any of the Company's units/departments or affiliate entities/partners situated anywhere in India or abroad. The terms and conditions relating to transfer/secondment shall be as stated in the relevant documents executed at the time of such secondment/transfer.

8. Probation Period

You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. Probation can be extended for a further period at the sole discretion of the Company.

Please note that as per the Company's policies, all confirmations take place only on the 1st working day of a month. If the date of joining of an employee falls between the 1st and 15th day (both days inclusive) of a month, then the employee would be confirmed effective the 1st day of the 7th month from his/her date of joining subject to fulfillment of all criteria related to confirmation. If the date of joining of an employee falls between the 16th and the last day (both days inclusive) of a month, then the employee would be confirmed on the 1st day of the 8 month subject to fulfillment of all criteria related to confirmation.

During your probationary period, the Company can dispense with your services without ascribing any reasons on giving you 30 calendar day's prior notice or basic and dearness allowance and basket of allowances in lieu of such notice. Similarly, it will be permissible for you to resign from our services subject to a calendar month's prior notice of your intention to do so, however, the Company may, at its discretion, dispense with such notice and ask you to pay basic and dearness allowance and basket of allowances in lieu of notice. It is expressly understood and agreed between us that neither party will have cause for complaint if the other party wishes to take advantage of this right of termination.

If you are considered satisfactory in all aspects, your employment will be confirmed on the expiry of your probationary period.

9. Notice Period

As an employee of the Company, you will be required to give either (a) 30 calendar days' notice or (b) one month's salary in lieu thereof, in case you decide to leave our services. Please note that acceptance of payment in lieu of notice period and the issue of the relieving order is at the Company's discretion. Similarly, the Company can terminate your services by giving 30 calendar days' notice or salary in lieu thereof, at the Company's sole discretion.

Notwithstanding the above, in the event of your violation of the Code of Conduct and the Disciplinary policy of the Company, the Company can terminate your services by giving you up to 30 calendar days' notice or payment of salary in lieu thereof.

"Salary" for the purposes of this section will be basic and dearness allowance and basket of allowances.

10. Training Period and Process

Upon joining the Company, you may be required to undergo training programs-as stipulated by the organization. Upon successful completion of a training program, which includes scoring the minimum stipulated grades or passing the assessment and certification process as mandated for the process and the client, you may be assigned to a process team at Organization's sole discretion. Upon failure to complete requisite assessments and certifications, the Company is free to take suitable action as it deems fit which can include termination of your employment.

11. Organizational Rules

You will familiarize with and adhere to the Organization's Rules and Regulations in force and as modified by the Organization from time to time. You shall execute such agreements/bonds as required by the Organization. Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

12. Personal taxation

Your salary and the perquisites are subject to income tax as per Indian Tax Laws and all personal taxation will have to be deducted at source as per the laws applicable from time to time and the Company does not accept any responsibility for its accuracy.

13. Termination of employment

Your services with the Company may be terminated by either party upon giving a written notice of 30 calendar days notice or salary in lieu of such notice.

The Company may also terminate your services, should you be absent from work or incapacitated from properly performing your duties owing to ill health or accident for a period of 30 days, by giving you 15 days' notice in writing of its intention to do so. Further the Company reserves the right to terminate the service for your failure to pass the Company's-requisite assessments and certifications as applicable.

You are liable to be summarily dismissed should you be guilty of breach of this appointment, insobriety, addiction to drugs, dishonesty, disobedience, neglect of duty or any other misconduct under the Company's service rules which is detrimental to the business or interests of the Company.

14. Other Terms & Conditions

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

b) All or any of the privilege and benefits extended can be altered or withdrawn by the Company at any time.

c) You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.

d) You will be governed by the rules and regulations of the company as applicable to your category of employees, which may change from time to time.

APPENDIX 1

COMPENSATION DETAILS	
Name	Mr. SUHAIL MOHAMMAD
Role Designation	Process Executive
Job Level	2B
Date of Joining	23-June-2022
Location of Posting	BANGALORE, KARNATAKA, India
Fixed Components	Amount in INR per month
Basic	13,882
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	
Sub Total 1	14,982
Statutory Components	
Company Contribution to Provident Fund	1,798
Gratuity	721
Bonus	2,996
Sub Total 2	5,515
Gross Salary per month - Sub Total 1+2	20,497
Total Annual CTC	245,952

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

ESI (Employee's State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, employee will contribute 1.75% of salary as ESI contribution while the Company will contribute 4.75% of salary as ESI contribution. Salary for the purpose of ESI calculation includes Subtotal 1 and Bonus.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act, 1972 including but not limited to the minimum service periods set forth therein

<p>Offered by:</p> <p>21-06-2022</p> <hr/> <p>Sign your name Umashankar N</p> <hr/> <p>Print your name 926577 HRD</p> <hr/> <p>Emp No. Dept. Name</p>	<p>Candidate:</p> <p>Date: _____, 20_____</p> <hr/> <p>Sign your name SUHAIL MOHAMMAD</p> <hr/> <p>Print your name</p> <hr/>	<p>SAP data provided by:</p> <p>Date: _____, 20_____</p> <hr/> <p>Sign your name</p> <hr/> <p>Print your name</p> <hr/> <p>Emp No. Dept. Name</p>	<p>SAP data updated by:</p> <p>Date: _____, 20_____</p> <hr/> <p>Sign your name</p> <hr/> <p>Print your name</p> <hr/> <p>Emp No. Dept. Name</p>
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APPENDIX 2

Deductions*

Deduction	Description	Month of Deduction	Approximate Amount
Mysore Accommodation	Accommodation provided in Mysore during the training period will be charged	13th /14th month from joining	Up to Rs. 133/day*
Transport* (based on location)	The transport rates depend on the distance travelled	Monthly	Rs. 250* - Rs. 1085*

*The amounts mentioned above are indicative and may vary based on location of posting.

**The above amounts are subject to change.

*The first deduction mentioned above will be made in the 13th /14th month from joining. In case you leave the company before that, this amount will be deducted from your Full & Final Settlement.

APPENDIX 3

Shift Definition			
In Time	Total Hours	Out Time	Shift
Shift 2 - From 2:30 PM to 5:29 PM			
2:30 PM	9:15	11:45 PM	2
3:00 PM	9:15	12:15 AM	2
3:30 PM	9:15	12:45 AM	2
4:00 PM	9:15	1:15 AM	2
4:30 PM	9:15	1:45 AM	2
5:00 PM	9:15	2:15 AM	2
Shift 3 - From 5:30 PM - 2:29 AM			
5:30 PM	9:15	2:45 AM	3
6:00 PM	9:15	3:15 AM	3
6:30 PM	9:15	3:45 AM	3
7:00 PM	9:15	4:15 AM	3
7:30 PM	9:15	4:45 AM	3
8:00 PM	9:15	5:15 AM	3
8:30 PM	9:15	5:45 AM	3
9:00 PM	9:15	6:15 AM	3
9:30 PM	9:15	6:45 AM	3
10:00 PM	9:15	7:15 AM	3
10:30 PM	9:15	7:45 AM	3
11:00 PM	9:15	8:15 AM	3
11:30 PM	9:15	8:45 AM	3
12:00 AM	9:15	9:15 AM	3
12:30 AM	9:15	9:45 AM	3
1:00 AM	9:15	10:15 AM	3
1:30 AM	9:15	10:45 AM	3
2:00 AM	9:15	11:15 AM	3
Shift 4 - From 2:30 AM - 5:30 AM			
2:30 AM	9:15	11:45 AM	4
3:00 AM	9:15	12:15 PM	4
3:30 AM	9:15	12:45 PM	4
4:00 AM	9:15	1:15 PM	4
4:30 AM	9:15	1:45 PM	4
5:00 AM	9:15	2:15 PM	4
5:30 AM	9:15	2:45 PM	4
Shift 1 - After 5:31 AM (anytime swipe after 5:31)			
6:00 AM	9:15	3:15 PM	1
6:29 AM	9:15	3:44 PM	1
Shift 1-After 12:30 PM- 2:30 PM			
12:30 PM	9:15	9:45 PM	1
1:00 PM	9:15	10:15 PM	1
1:30 PM	9:15	10:45 PM	1
2:00 PM	9:15	11:15 PM	1
2:00 PM - 2:29 PM			1
Shift 0-After 6:30 AM (any time after 6:30 AM)			
6:30 AM	9:15	3:45 PM	0
7:00 AM	9:15	4:15 PM	0
7:30 AM	9:15	4:45 PM	0
8:00 AM	9:15	5:15 PM	0
8:30 AM	9:15	5:45 PM	0
9:00 AM	9:15	6:15 PM	0
9:30 AM	9:15	6:45 PM	0
10:00 AM	9:15	7:15 PM	0
10:30 AM	9:15	7:45 PM	0
11:00 AM	9:15	8:15 PM	0
11:30 AM	9:15	8:45 PM	0
12:00 PM	9:15	9:15 PM	0
12:29 PM	9:15	9:44 PM	0

Shift Allowance Payout Scenarios

(Optional: Shift Allowance cycle is from 1st - 30th /31st of the previous month)

Shift 0:

Refer appendix above for timings, this shift is not eligible for any allowance.

Shift 1:

Refer appendix above for timings, this is eligible for an allowance of 600/- per month.

Shift 2:

Refer appendix above for timings, this is eligible for an allowance of 1,500/- per month.

Shift 3:

Refer appendix above for timings, this is eligible for an allowance of 2,000/- per month.

Shift 4:

Refer appendix above for timings, this is eligible for an allowance of 2,300/- per month

APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

(1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ effective from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a material condition of my employment with Infosys BPM.

(2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys BPM for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in an official capacity with that customer in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM;

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

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited

Place:

Employee Signature:

Date:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:

HRD/InfosysBPM/1004691443

June 21, 2022

Mr. SUHAIL MOHAMMAD
74-6/8-2B,SRI RAMALINGESWARA TOWERS
AYAPPA NAGAR,AUTO NAGAR
Vijayawada-520007
India

195260

STRICTLY PRIVATE & CONFIDENTIAL

Dear SUHAIL,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 23-June-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20497/- |

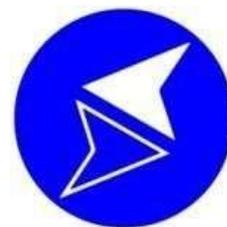
Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.
- b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time



Skrypton

PRIVATE & CONFIDENTIAL

Ms. Ishwarya Vedhantam

DATE: 10.12.2023

Subject: Offer Letter

Dear **Ishwarya**,

This has reference to your application and subsequent interviews you had with us for the below mentioned position. On the basis of mutual interaction and discussion that we had, we are pleased to offer you for Skrypton and **Group of Companies** as given below.

Role: Trainee Associate Software Engineer with probation of 6 months and stipend of Rs. 20,000/- (**Twenty Thousand Rupees only**) will be regularized as full time employee, also your CTC subject to your performance should match with our expectations of Skrypton and group of companies

Date of Joining & Work Location

Your date of joining shall be **on or before December 11th, 2023**

Work Location: **Work from home, later Hyderabad/anywhere in India**

This offer letter is made to you on the information furnished by you. If any information is found to be incorrect or has discrepancy, manipulated etc., then this offer shall be withdrawn by the company forthwith.

You will be governed by the rules and regulations of the company on all matters related to work.



As per our previous discussions, you need to meet below mentioned conditions:

- 1) Your work timings will be from 9:30 am to 7 pm.
- 2) Work days will be from Monday to Saturday.

Company Policies:

You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time.

Background Check:

The company may, at its discretion, conduct background verification, prior to or at any time after commencement of this agreement, to verify, including but not limited to, your professional certifications, educational background, identity, proof of age, address, past work experience (if any). This agreement is subject to validation of any information provided to you by the company and to the satisfactory outcome of the pre-employment screening activities.

Termination & Resignation:

- a. The company will be entitled to terminate your services by giving you 48 hours' notice in writing.
- b. In the event of your resignation from the services of the company, you will be required to give the company 45 days written notice. The notice period has to be served in full, unless otherwise agreed by the company in writing. In case of failure to give the above notice period, company shall have the right to deduct the salary in lieu of notice period.
- c. Upon resignation, salary will be transferred after 30 days from your acceptance date.



Confidential Information:

As an employee, you may come into possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in the company.

Intellectual Property Rights:

All the intellectual property rights in the material developed by you, course material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty- free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

- a. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.
- b. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.



- c. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.
- d. The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.
- e. You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.
- f. We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

For Skrypton technologies Pvt Ltd Ltd

Director, FS&B



अखिलभारतीयआयुर्विज्ञानसंस्थान, बीबीनगर, हैदराबाद

ALL INDIA INSTITUTE OF MEDICAL SCIENCES, BIBINAGAR, HYDERABAD

"An Institute under the aegis of Ministry of Health & Family Welfare, Govt. of India"

हैदराबादमेट्रोपोलिटनक्षेत्र(एचएमआर), तेलंगाना - 508126, भारत

Hyderabad Metropolitan Region (HMR), Telangana-508126, India

संख्या/No. AIIMS/BBN/RECT/Gr.B& C/2024/16

/दिनांक / Dtd. 10.02.2024

प्रति/To

5721753

KOMPILLI UTTAR KUMAR

41-20/8-33, SUBBARAYA NAGAR 5TH LINE, KRISHNALANKA, VIJAYAWADA,
ANDHRA PRADESH, India, 520013

Mob: 9346123160

Email:uttarkumarnaiudu8538@gmail.com

विषय/Sub: Offer of Appointment for the Post of Stenographer in the Pay Scale Level-4 in the Pay Matrix (Rs.25500-81100) on regular basis in All India Institute of Medical Sciences, Bibinagar.

संदर्भ/Ref: Recruitment Notice No.239/2023 dated 17.11.2023 by CRE-AIIMS.

महोदया /महोदय,

Madam/ Sir

With reference to your application, CBT, Skill Test, provisionally selection list from CRE-AIIMS and subsequent to preliminary document verification, the Competent Authority of AIIMS, Bibinagar is pleased to offer you appointment to the post of **Stenographer** in the **Pay Level-4 in the Pay Matrix (Rs.25500-81100)** on regular basis in the All India Institute of Medical Sciences, Bibinagar with admissible allowances as per rules as applicable on the following terms and conditions:

1. You will be on probation for a period of 2 (two) years from the date of appointment. The period may be extended or curtailed at the discretion of the Competent Authority. However, your performance in every six months during the probation period will be reviewed, in case it is found that your performance is not satisfactory then your services will be terminated.
2. During the period of probation, you will be temporary employee and will be governed by the applicable Service Rules. During the period of probation, you will be liable to be discharged from service at any time without any notice, if
 - (a) On the basis of your performance or conduct to be reviewed every six months, you are unsuitable for further retention in service, or
 - (b) If you are otherwise found ineligible or unsuitable for being retained in the service.
3. Your appointment may be terminated at any time with a 3 (three) months' notice by either side, viz., the Appointing Authority without assigning any reason whatsoever. It will be open to the Institute to pay, in lieu of notice period by which the notice falls short. Similarly, if you wish to resign your post you may do so by depositing with the Institute pay and allowances in lieu of the notice period subject to the approval of the Competent Authority. However, the three months notice period will not be applicable to the Appointing Authority during the probation period.
4. You will have to take an oath of allegiance to the Constitution of India in prescribed form.

(Contd....P/2)

195531



March 25, 2022

Ms. Kallepalli Jyothsna Naga Sai Sri
Rrwa-838, 42-3/1-39, Gottumukkala Vari Street, Ramakrishna Puram,
Vijayawada-03, Andhra Pradesh

Dear **Kallepalli,**

Sub: Appointment Letter dated 25th day of March 2022 ("Appointment Letter")

We, **InterGlobe Aviation Limited ("Company")**, are pleased to appoint you as **Officer - AO&CS** in the role of **Customer Service** in **Airport Operations & Customer Services** department of the Company, with effect from **March 29, 2022** or such other date notified in writing to you by the Company ("**Joining Date**") at **Visakhapatnam** on the following terms and conditions:

1. **Compensation**

- (i) With effect from the Joining Date, your annual cost to the Company is set out in **Annexure A** to this Appointment Letter. The payments made to you under this Appointment Letter shall be subject to withholding of taxes as applicable under the laws of India. Further, you shall be liable to pay income tax and all other applicable taxes due and payable on all amounts received by you from the Company. You are required to share the details and copies of your valid Indian Permanent Account Number ("**PAN**") card issued by the Income-tax Department of the Government of India and Aadhar Card, with the Company for the purposes of your appointment and making payments to you in terms of this Appointment Letter.
- (ii) As per the provisions of the Income-tax Act, 1961, (as amended from time to time) ("**Income Tax Act**"), it shall be your obligation to furnish to the Company, a copy of your valid PAN card issued by the Income-tax Department of the Government of India, in order to enable the Company to release payments to be made to you hereunder, failing which the Company shall have the right to deduct withholding tax at the rates as applicable under the Income Tax Act.

2. **Leave Entitlement**

Your leave entitlement during your employment with the Company, shall be as per the applicable policies of the Company.

3. **Probation and Confirmation**

- (i) With effect from the Joining Date, you shall be on probation for a period of six (6) months with the Company, which may be extended for such further period as the Company deems fit. You shall continue to be on probation until such time that a letter of confirmation is issued to you by the Company.
- (ii) During the probation period, the Company shall have the right to terminate your employment immediately by serving you with a written notice, without assigning any reasons. In the event of such termination, the Company shall have no further liability towards you, save and except for any amount due and payable to you until such date of termination in accordance with this Appointment Letter.

TAPAS KUMAR DEY

28.03.2022 12:08



पंजीकृत डाक द्वारा REGISTERED POST WITH AD

Helpline No. of HQ (Spl Ops) BSF Bhilai, Chhattisgarh – 0788-2265291

न० कार्मिक (भर्ती-अनु०) /22/36/आरक्षक (जीडी- 2022//महानिरीक्षक (विशेष संक्रिया) /छ.ग./2023/12830-12832
No. Pers (Rectt-Sec)/22/36/CT (GD)-2022/ IG (Spl-Ops) CG/2023/ 12830-12832

भारत सरकार

Government of India

गृह मंत्रालय

Ministry of Home Affairs

कार्यालय महानिरीक्षक सामरिक मुख्यालय (विशेष संक्रिया) सीमा सुरक्षा बल छत्तीसगढ़
Headquarters Inspector General, (Spl Ops), Border Security Force, Chhattisgarh
(कार्मिक - भर्ती अनुभाग)
(Pers-Recruitment Section)

बी. एस. पी. उच्च माध्यमिक विद्यालय परिसर/ BSP HS School Building,
एस. बी. आई. मरौदा-उतई शाखा के विपरीत/Opp SBI Maroda-Utai Br
रिसाली सैक्टर (भिलाई) / Risali Sector (Bhilai)
जिला - दुर्ग (छत्तीसगढ़) /DISTRICT-Durg (C.G) - 490006
दिनांक / Dated, the 28 August 2023

TO,

ROLL NO : 8011002009
NAME : POKKIMGARI GIRIBABU
F/NAME : POKKIMGARI SRINU
ADDRESS : 4-84 PEDHA PATTPU PALEM KOTHAPATNAM
RARUPALEM
DISTRICT : PRAKASAM
STATE : ANDHRA PRADESH
PIN : 523280
EMAIL ID : 192124giribabu@gmail.com
MOBILE NO : 6305341102

विषय:-सीमा सुरक्षा बल में आरक्षक(जीडी) पद के लिए चयन-2022

Sub:- SELECTION FOR THE POST OF CT (GD) IN BSF – 2022

कर्मचारी चयन आयोग परीक्षा-2022 के माध्यम से केंद्रीय सशस्त्र पुलिस बल, असम रायफल, राष्ट्रीय अन्वेषण एजेंसी और सचिवालय सुरक्षा बल में आरक्षक (जीडी) के पद के लिए आपके द्वारा किए गए आवेदन और कर्मचारी चयन आयोग के दिनांक 20/08/2023 को घोषित परिणाम के संदर्भ में मुझे आपको सूचित करने का निर्देश हुआ है कि आपको सीमा सुरक्षा बल में आरक्षक (जीडी) के पद के लिए 7वें केंद्रीय वेतन आयोग की संशोधित वेतन तालिका स्तर-3 अर्थात् रु. 21,700 से 69,100/- और केंद्र सरकार के कर्मचारियों को समय-समय पर स्वीकार्य अन्य भत्तों के साथ निम्नलिखित नियमों एवं शर्तों के अधीन अस्थाई रूप से नियुक्त किया गया है:-

With reference to your application for the post of **Constable (GD)** in CAPFs, AR, NIA, and SSF through SSC Examination-2022 and result declared by SSC on dated 20/08/2023, I am directed to inform you that you have been provisionally selected for the post of **Constable (GD)** in BSF in Revised Pay matrix Level-3 of 7th CPC i.e. Rs. 21,700 to 69,100/- and other allowances as admissible to Central Govt. employees from time to time subject to following terms and conditions:-

Cont...P|02

- (क) रिपोर्ट करने पर, प्रारम्भिक चिकित्सा परीक्षा और शामिल होने की तारीख के बीच की अवधि के दौरान हुई किसी भी बीमारी/विकलांगता/आकस्मिक चोट का पता लगाने/जांच करने के लिए, चिकित्सा अधिकारी द्वारा आपकी चिकित्सा जांच की जाएगी और 'फिट' पाए जाने पर ही आपको जौइन करने की अनुमति दी जाएगी।
- (a) **On reporting, you will be medically examined by Medical officer to detect/discover any disease/disability/accidental injury acquired during the intervening period of initial medical examination and date of joining and you will be allowed to join only on being found "FIT".**
- (ख) आप सीमा सुरक्षा बल अधिनियम-1968 एवं सीमा सुरक्षा बल नियम- 1969 के समय-समय पर संशोधित प्रावधानों तथा समय-समय पर लागू केंद्र सरकार के अन्य आदेशों, नियमों और विनियमों के अधीन शासित होंगे।
- (b) **You will be governed by the provisions of BSF Act 1968 and BSF Rules 1969 as amended from time to time and other Central Government Orders, Rules and Regulations as applicable from time to time.**
- (ग) आपके चरित्र एवं पूर्ववृत्त के सत्यापन की प्राप्ति और आपके द्वारा कोई भी तथ्यात्मक जानकारी छुपाई नहीं गई है, जो कि एक अयोग्यता के रूप में आपको सरकारी नौकरी के लिए अनुपयुक्त बनाएगी, की संबंधित प्राधिकारी से पुष्टि होने पर आपकी नियुक्ति तुरंत नियमित कर दी जाएगी।
- (c) **Your appointment will be regularized immediately on receipt of verification of character & antecedents and confirmation from the concerned authority that no factual information has been suppressed, which would be a disqualification and render you unfit for employment under the Government.**
- (घ) प्रारंभ में आपको दो वर्ष की परिवीक्षा अवधि पर रखा जाएगा, जिसे नियुक्ति प्राधिकारी द्वारा लिखित रूप में दर्ज किए जाने वाले कारणों से आगे की अवधि के लिए या ऐसी अवधि जो एक वर्ष से अधिक न हो के लिए बढ़ाया जा सकता है। परिवीक्षा अवधि के दौरान, यदि नियुक्ति प्राधिकारी को लगता है कि किसी भी कारण से आप बल का एक कुशल सदस्य बनने के योग्य नहीं हैं, तो बिना कोई कारण बताए या बिना किसी अग्रिम नोटिस के आपकी सेवाएं समाप्त की जा सकती हैं।
- (d) **Initially you will be on probation for a period of two years, which may be extended by the appointing authority for such further period or periods not exceeding one year, for reasons to be recorded in writing. During the period of probation, if the appointing authority considers that you are not likely to become an efficient member of the Force due to any reason, your services can be terminated without assigning any reasons or without any advance notice.**
- (ड) यदि आप केंद्र या राज्य सरकारों या स्थानीय निकायों के तहत नौकरी, जिसके लिए कैंडर क्लियरेंस दिया गया है, स्वीकार करने के अलावा अन्य कारणों से 10 साल की अवधि के भीतर सेवा से त्यागपत्र देते हैं, तो आपका त्यागपत्र प्रशिक्षण खर्च या 03 महीने के वेतन और भत्तों जो भी अधिक हो, को सरकार को वापस करने के बाद ही स्वीकार किया जायेगा।

- (e) If you tender resignation from service within a period of 10 years for reasons other than accepting a job under Central or State Governments or local bodies for which cadre clearance has been granted, your resignation may be accepted only after you refund to Government training cost or 3 months' pay and allowances last drawn by you, whichever is higher.
2. आपकी उम्मीदवारी अस्थायी है और मूल दस्तावेजों जैसे कि शैक्षणिक एवं अन्य तकनीकी योग्यता प्रमाण पत्र, आयु प्रमाण के रूप में मैट्रिक या समकक्ष प्रमाण पत्र, जाति प्रमाण पत्र, स्थाई निवास प्रमाण पत्र और संबंधित सिविल प्रशासनिक प्राधिकारी से इनके सकारात्मक सत्यापन के अधीन है।
2. Your candidature is tentative and subject to production of original documents such as Certificate of education and other technical qualifications, Matriculation or equivalent certificate as proof of age, Caste Certificate & Domicile certificate and its positive verification from concerned civil administrative authorities.
3. पहली नियुक्ति पर ज्वाइन करने के लिए आप किसी भी यात्रा/दैनिक भत्ते के लिए पात्र नहीं होंगे।
3. You will not be entitled for any TA/DA for joining your first appointment.
4. नियुक्ति का प्रस्ताव निम्नलिखित शर्तों के अधीन है:-
4. Your appointment will be further subject to:-
- (i) सीसुबल नियमावली, 1969 के नियम-7 में प्रावधान है कि एक व्यक्ति जिसने पति या पत्नि के जीवित रहने पर विवाह किया है या विवाह का अनुबंध किया है अथवा जिसने किसी ऐसे व्यक्ति के साथ विवाह किया है या विवाह का अनुबंध किया है जिसका पति या पत्नि जीवित है, वह बल में नियुक्ति का पात्र नहीं होगा।
- (i) Provisions of Rule-7 of BSF rules -1969 envisage that a person who has entered into or contracted a marriage with a person having spouse living or who having a spouse living has entered into or contracted a marriage with any person, shall not be eligible for appointment in the Force.
- (ii) भारत के संविधान के प्रति निष्ठा/विश्वनीयता की शपथ लेना (या इस आशय का निर्धारित प्रपत्र पर सत्यनिष्ठा पूर्वक प्रण करना)
- (iii) Taking of an oath of allegiance/faithfulness to the constitution of India (or making a solemn or affirmation to that effect in the prescribed form).
5. आपको एक निर्दिष्ट अवधि के लिए बुनियादी प्रशिक्षण दिया जाएगा। बुनियादी प्रशिक्षण में असफल होना आपको बल में आगे बने रहने के लिए अयोग्य बना देगा।
5. You will be put through Basic training for a specified period. Failure in Basic training shall render you unfit for further retention in Force.
6. आप भारत के किसी भी भू-भाग के साथ-साथ विदेश में भी सेवा करने के लिए उत्तरदायी होंगे।
6. You shall be liable to serve in any part of India as well as abroad.

//04//

7. आपकी नियुक्ति अस्थाई है जो आपके चरित्र एवं पूर्ववृत्त, शैक्षणिक, तकनीकी शिक्षा प्रमाण पत्र एवं जाति/जनजाति/अन्य पिछड़ा वर्ग प्रमाण पत्र के उचित माध्यम से सत्यापन के अधीन है। यदि सत्यापन के दौरान कोई भी दावा/जानकारी गलत पाई जाती है तो भारतीय दंड संहिता/सीसुबल अधिनियम और अन्य विधि प्रावधानों के तहत की जाने वाली ऐसी आगे की कार्रवाई पर प्रतिकूल प्रभाव डाले बिना आपकी सेवा बिना कोई कारण बताए तत्काल समाप्त कर दी जाएगी।

7. The appointment is provisional and subject to your character and antecedent, education and the caste/tribe/OBC certificate being verified through proper channel. If the verification reveals that any of your claim/ information is false, your service can be terminated forthwith without assigning any further reason and without prejudice to such further action, as may be taken under the provisions of the Indian Penal Code/BSF Act or any other law.

8. आप केंद्र सरकार द्वारा 1 जनवरी 2004 से सेवा में आने वाले नए कार्मिकों के लिए पुनर्गठित लागू की गई नई परिभाषित अंशदायी पेंशन प्रणाली के अनुसार पेंशन लाभ प्राप्त करने के लिए पात्र होंगे। इसलिए, आपको नियुक्ति की तारीख से नई पेंशन प्रणाली के लिए मूल वेतन और मंहगाई भत्ते के 10% की दर से मासिक योगदान करना होगा।

8. You will be entitled the pensionary benefits as per new restructured DEFINED CONTRIBUTORY PENSION SYSTEM applicable for the new entrants to the Central Govt. Service from Jan 2004. Therefore, you would make monthly contribution@10% of the Basic pay and DA towards the new pension system from the date of appointment.

9. आपको सूचित किया जाता है कि आप सीमा सुरक्षा बल के भर्ती पोर्टल में जाकर यूजर आई डी (उम्मीदवार का नाम) एवं पासवर्ड (जन्म दिनांक डीडी/एमएम/वाईवाईवाईवाई) डालकर खोलने के उपरांत उसमें दर्शाये गये निम्नलिखित फार्म भरकर पुनः पोर्टल में सबमिट करेंगे :-

- (क) नोमिनेशन फार्म।
- (ख) एनरोलमेंट फार्म।
- (ग) अटेस्टेशन फार्म।

9. You are informed to open BSF recruitment portal with user id (Name of Candidate) and password (Date of Birth, DD/MM/YYYY) and following forms to be filled and be submitted :-

- (a) Nomination Form
- (b) Enrolment Form
- (c) Attestation Form

10. यदि आप ऊपर उल्लेखित नियमों और शर्तों को स्वीकार करते हैं, तो आपको पुनः चिकित्सा परीक्षा और उसके बाद नामांकन औपचारिकताओं के लिए निम्नलिखित दस्तावेजों के साथ दिनांक **27.10.2023** को मुख्यालय **STC BSF Udhampur, Po- Roud Domail, Dhar Road, Distt- Udhampur, J & K, Pin-182126** पर रिपोर्ट करने के लिए निर्देशित किया जाता है:-

Cont...P|05

10. If you accept these terms and conditions mentioned above, you are hereby directed to report on **27.10.2023** at **STC BSF Udhampur, Po- Roud Domail, Dhar Road, Distt- Udhampur, J & K, Pin-182126** alongwith following documents for re-medical examination and subsequent enrolment formalities :-

- (क) निर्धारित प्रारूप में दो राजपत्रित अधिकारियों द्वारा जारी चरित्र प्रमाण पत्र। (प्रतिलिपि संलग्न)
- (a) Character certificates from two Gazetted Officers in prescribed format. (Copy enclosed)
- (ख) यदि आप सरकारी/अर्ध सरकारी सेवा में सेवारत हैं, तो निर्धारित प्रारूप में मूल विभाग से सेवामुक्ति प्रमाण पत्र।
- (b) If you are serving in Government/Semi Government Service, discharge/release certificate from parent department in the prescribed format.
- (ग) राजपत्रित अधिकारी द्वारा विधिवत सत्यापित पांच पासपोर्ट आकार की नवीनतम फोटो।
- (c) Five passport size latest photographs duly attested by a Gazetted Officer.
- (घ) स्थाई निवास/आवासीय प्रमाण पत्र।
- (d) Domicile/Residential certificate.
- (ड.) आधार कार्ड, पैन कार्ड एवं आपके बचत बैंक खाते (स्टेट बैंक ऑफ इंडिया) के पहले पृष्ठ की प्रति।
- (e) Aadhar Card, PAN Card, Copy of front page of your savings bank account (in SBI)
- (च) मैस में जमा/व्यय करने के लिए आपके स्वयं के खाते में पर्याप्त धनराशि।
- (f) sufficient money in your account for your own mess deposit/ expenditure.
- (छ) आपका आवश्यकतानुसार, व्यक्तिगत सामान जिसमें पहनने योग्य कपड़े और बिस्तर एवं दैनिक उपयोग की अन्य वस्तुएं हों।
- (g) personal belonging including proper clothing and bedding and other items of daily use which may be required to you.

Note :- STC BSF Udhampur
Helpline Number for assistance:- **01992-294856**
Nearest Rly Station - Udhampur



R. Kar
28/10
FOR INSPECTOR GENERAL
FTR HQ BSF (SPL OPS) CHHATTISGARH

Copy to :-

1. STC BSF Udhampur
2. Dossier of concerned pers.
3. File

चरित्र प्रमाण-पत्र
CERTIFICATE OF CHARACTER

प्रमाणित किया जाता है मैं श्री पुत्र/पुत्री/पत्नी श्री ...
..... को वर्ष महीने से जानता हूँ
तथा मेरी जानकारी और विश्वास के अनुसार वे नेककाम चरित्र रखते हैं तथा उनका ऐसा कोई पूर्ववृत्त नहीं है
जो उन्हें सरकारी नौकरी के लिए अयोग्य ठहराता हो।

Certified that I have known Mr/Miss S/O / D/O /
W/O for
..... years months and that to the best of my knowledge
and belief, he/she bears reputation character and has no antecedents which render him
unsuitable for Government Employment.

श्री मेरे संबंधी हैं/नहीं हैं।
Mr..... is/is not related to me.

स्थान / Place
दिनांक / Date

हस्ताक्षर / Signature
पदनाम / Designation

उपरोक्त चरित्र प्रमाण पत्र जारी करने वाले व्यक्ति की विश्वसनीयता से मैं संतुष्ट हूँ।

I am satisfied about the reliability of the person who has given the above certificate of
character.

स्थान / Place
दिनांक / Date

हस्ताक्षर / Signature
पदनाम / Designation

जिला मजिस्ट्रेट या उपमंडल मजिस्ट्रेट
अथवा उनके वरिष्ठ अधिकारी
District Magistrate or Sub-Divisional
Magistrate Or their superior Officers

Telephone/FAX No. 0674-2492860
E-Mail: Bangalorefr@bsf.nic.in

19212 191122
Frontier HQrs (Spl Ops) BSF DEH 22
Odisha at Bhubaneswar
New Govt. Colony, Block No.C/4
Gajpatinagar, Bhubaneswar
Odisha - 751017

3226-29
No. Rectt/589/CT(GD)2021(SSC)/FTR OD/22/

Dated, the 22nd Nov' 2022.

ROLL NO-8001001484
NAME-RAVI SANKAR ESWAR DAMMU
S/O-KONDAL RAO DAMMU
VILL-6-186/2 TURAKAPALEM
PO-TURAKAPALEM
PS/VIA-PEDAPALAKALURU
DISTT-GUNTUR
STATE-ANDHRA PRADESH
PIN-522005 , MOBILE NO-8978978059

OFFER OF APPOINTMENT FOR THE POST OF CONSTABLE (GD) IN BSF THROUGH SSC- 2021

Refer your application for the post of **CONSTABLE (GD)** in Border Security Force and consequent upon qualifying the prescribed recruitment tests for the above post, I am directed to inform that you have been provisionally selected for the post of **CONSTABLE (GD)** in BSF in the Pay Matrix Level-3, Pay Scale of Rs.21,700-69,100/- of 7th CPC (Revised Structure) and other allowances admissible from time to time.

2. Your appointment to the above post is subject to the following terms and conditions:

- (a) The appointment is 'PROVISIONAL' till receipt of a "no adverse" character and antecedents verification report from the concerned Civil Authorities. In the event of receipt of any adverse report from the Civil Authorities your services will be terminated immediately without any prior notice.
- (b) You will be governed by the provisions of BSF Act-1968 and BSF Rules-1969 as amended from time to time and other Central Government Orders, Rules and Regulations as applicable from time to time.
- (c) Initially you will be on probation for a period of two years, which may be extended by the appointing authority for such further period or periods not exceeding one year, for reasons to be recorded in writing. During the period of probation, if the appointing authority considers that you are not likely to become an efficient member of the Force due to any reason, your services can be terminated without assigning any reasons or without any advance notice.
- (d) The post is temporary but likely to be made permanent in due course. In case the temporarily post is abolished, your services shall be terminated without assigning any reason.
- (e) If you tender resignation from service within a period of 10 years for reasons other than accepting a job under Central or State Government for which cadre clearance has been granted, your resignation may be accepted only after you refund to the Government training cost or 3 months' pay and allowances last drawn by you or if you have not completed three months service, on the basis of pay and allowances to which you are entitled in the month which you tender your resignation, whichever is higher.



Contd...P/2

6. You will be put through the prescribed Basic Training in a BSF Training Centre. Failure in Basic Training shall render you unfit for further retention in the Force.
7. You shall be liable to serve in any part of India or aboard.
8. The appointment is provisional and subject to conditions mentioned above and your character and antecedents, education and the Caste/Tribe/OBC certificates being verified through proper channel. If the verification reveals that any of your claim/information is false, your services can be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Panel Code/BSF Act or any other law.
9. You will be entitled to the pensionary benefits as per new restructured **DEFINED CONTRIBUTORY PENSION SYSTEM** applicable for the entrants to be Central Government Service from Jan'2004. Therefore, you would make monthly contribution @ 10% of the Basic Pay and DA towards the new pension system from the date of appointment.
10. If you accept this offer of appointment, you may report at **FTR HQ (Spl Ops) BSF Bangalore campus near Air Force Station, Yelahanka, Bangalore, State – Karnataka, PIN - 560063 on 21st Dec' 2022 repeat 21st Dec 2022** for completion of appointment formalities and further duties failing which this offer of appointment would automatically lapse.
11. **Adm/Joining Instructions: -**
 - (a) You must be in possession of sufficient money to meet your day to day expenditure as getting of initial salary may take one or two months.
 - (b) You must carry seasonal clothing as well as civies, day-to-day personal use items and light bedding.
 - (c) The nearest Railway Station of **FTR HQ (Spl Ops) BSF Bangalore is KSR Bangalore, from KSR Bangalore Railway Station to FTR BSF Campus,** by road.
 - (d) Help line number of Help line number of Ftr HQ (Spl Ops) BSF Odisha at Bangalore is 080-28478411 and Ftr HQ (Spl Ops) BSF Odisha at Bhubaneswar is 0674-2492860.



[Signature]
22/11/22
Recruiting Officer
For IG Ftr HQ (Spl Ops)
BSF Odisha, Bhubaneswar

Copy to:-

- 1) FHQ (Pers Dte – Rectt Sec) - for information please.
- 2) Rectt Cell, FTR HQ (Spl Ops) BSF Bhubaneswar - for info
- 3) Dossier of the indvl
- 4) File

[Signature]

CERTIFICATE OF CHARACTER

Certificate that I have known Mr/Mrs. Ravi Sankar Eswar Dammu
S/O/D/O/W/O Mr. Kondal Rao Dammu for 3
Years 8 months and that to the best of my knowledge and belief he
bears reputation character and has no antecedents which render him
unsuitable for Government Employment.

Mr/Mrs Ravi Sankar Eswar Dammu is not related to me.

Place _____

Date 15/12/2022
EST DISPENSARY
NALLAPADI, GUNTUR (D.I.)

[Signature]
Signature

Designation

I am satisfied about the reliability of the person who has given the
above certificate of character.

[Signature]
Place _____

Date _____

Signature

[Signature]
TAHSILDAR
GUNTUR WEST MAND



[Signature]
Sub-Divisional Magistrate &
Revenue Officer
Sub - Divisional Magistrate or
Their Superior Officers

[Signature]
15/12/2022

192128



पंजीकृत डाक द्वारा REGISTERED POST WITH AD

Helpline No. of HQ (Spl Ops) BSF Bhillai, Chhattisgarh – 0788-2265291

न० कार्मिक (भर्ती-अनु०) /22/36/आरक्षक (जीडी- 2022//महानिरीक्षक (विशेष संक्रिया) /छ.ग. /2023/11729-11731
 No. Pers (Rectt-Sec)/22/36/CT (GD)-2022/ IG (Spl-Ops) CG/2023/ 11729-11731

भारत सरकार

Government of India

गृह मंत्रालय

Ministry of Home Affairs

कार्यालय महानिरीक्षक सामरिक मुख्यालय (विशेष संक्रिया) सीमा सुरक्षा बल छत्तीसगढ़
 Headquarters Inspector General, (Spl Ops), Border Security Force, Chhattisgarh

(कार्मिक - भर्ती अनुभाग)

(Pers-Recruitment Section)

बी.एस.पी. उच्च माध्यमिक विद्यालय परिसर/ BSP HS School Building,
 एस.बी. आई, मरौदा-उताई शाखा के विपरीत /Opp SBI Maroda-Utai Br
 रिसाली सेक्टर (भिलाई) / Risali Sector (Bhillai)
 जिला - दुर्ग (छत्तीसगढ़) /DISTRICT-Durg (C.G) - 490006
 दिनांक / Dated, the 28 August 2023

TO,

ROLL NO : 8601005108
 NAME : MUPPALLA DAVID
 F/NAME : MUPPALLA ANANDA RAO
 ADDRESS : AMBEDKAR NAGAR DUGGIRALA
 DISTRICT : GUNTUR
 STATE : ANDHRA PRADESH
 PIN : 522330
 EMAIL ID : davidmuppalla7@gmail.com
 MOBILE NO : 9014236576

विषय:-सीमा सुरक्षा बल में आरक्षक(जीडी) पद के लिए चयन-2022

Sub:- **SELECTION FOR THE POST OF CT (GD) IN BSF – 2022**

कर्मचारी चयन आयोग परीक्षा-2022 के माध्यम से केंद्रीय सशस्त्र पुलिस बल, असम रायफल, राष्ट्रीय अन्वेषण एजेंसी और सचिवालय सुरक्षा बल में आरक्षक (जीडी) के पद के लिए आपके द्वारा किए गए आवेदन और कर्मचारी चयन आयोग के दिनांक 20/08/2023 को घोषित परिणाम के संदर्भ में मुझे आपको सूचित करने का निर्देश हुआ है कि आपको सीमा सुरक्षा बल में आरक्षक (जीडी) के पद के लिए 7वें केंद्रीय वेतन आयोग की संशोधित वेतन तालिका स्तर-3 अर्थात् रु. 21,700 से 69,100/- और केंद्र सरकार के कर्मचारियों को समय-समय पर स्वीकार्य अन्य भत्तों के साथ निम्नलिखित नियमों एवं शर्तों के अधीन अस्थाई रूप से नियुक्त किया गया है:-

With reference to your application for the post of **Constable (GD)** in CAPFs, AR, NIA, and SSF through SSC Examination-2022 and result declared by SSC on dated 20/08/2023, I am directed to inform you that you have been provisionally selected for the post of **Constable (GD)** in BSF in Revised Pay matrix Level-3 of 7th CPC i.e. Rs. 21,700 to 69,100/- and other allowances as admissible to Central Govt. employees from time to time subject to following terms and conditions:-

Cont...P|02

10. If you accept these terms and conditions mentioned above, you are hereby directed to report on 27.10.2023 at **STC BSF Udhampur, Po- Roud Domail, Dhar Road, Distt- Udhampur, J & K, Pin-182126** alongwith following documents for re-medical examination and subsequent enrolment formalities :-

(क) निर्धारित प्रारूप में दो राजपत्रित अधिकारियों द्वारा जारी चरित्र प्रमाण पत्र।
(प्रतिलिपि संलग्न)

(a) Character certificates from two Gazetted Officers in prescribed format.
(Copy enclosed)

(ख) यदि आप सरकारी/अर्ध सरकारी सेवा में सेवारत हैं, तो निर्धारित प्रारूप में मूल विभाग से सेवामुक्ति प्रमाण पत्र।

(b) If you are serving in Government/Semi Government Service, discharge/release certificate from parent department in the prescribed format.

(ग) राजपत्रित अधिकारी द्वारा विधिवत सत्यापित पांच पासपोर्ट आकार की नवीनतम फोटो।

(c) Five passport size latest photographs duly attested by a Gazetted Officer.

(घ) स्थाई निवास/आवासीय प्रमाण पत्र।

(d) Domicile/Residential certificate.

(ड.) आधार कार्ड, पैन कार्ड एवं आपके बचत बैंक खाते (स्टेट बैंक ऑफ इंडिया) के पहले पृष्ठ की प्रति।

(e) Aadhar Card, PAN Card, Copy of front page of your savings bank account (in SBI)

(च) मैस में जमा/व्यय करने के लिए आपके स्वयं के खाते में पर्याप्त धनराशि।

(f) sufficient money in your account for your own mess deposit/ expenditure.

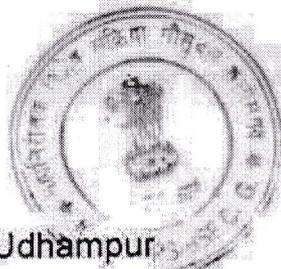
(छ) आपका आवश्यकतानुसार, व्यक्तिगत सामान जिसमें पहनने योग्य कपड़े और बिस्तर एवं दैनिक उपयोग की अन्य वस्तुएं हों।

(g) personal belonging including proper clothing and bedding and other items of daily use which may be required to you.

Note :- STC BSF Udhampur

Helpline Number for assistance: **01992-294856**

Nearest Rly Station -Udhampur



B. K. Singh
25/10/23

FOR INSPECTOR GENERAL
FTR HQ BSF (SPL OPS) CHHATTISGARH

Copy to :-

1. STC BSF Udhampur.
2. Dossier of concerned pers.
3. File

①

DSC-03

192003



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

D. Sanjay Kumar

Superset ID: 1997513

Letter of Intent ("LOI")

Dear Darla Kumar,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Associate and A3** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1997513**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1997513**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1997513**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

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ANNEXURE 1

Darla Kumar
Associate and A3

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. On completion of 1 year of service from your date of joining, you will receive a fixed incentive of **INR 25,000 (Rupees Twenty-Five thousand only)**

Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

(2)

DSC- 192010



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

P.

Superset ID: 1959876

Letter of Intent ("LOI")

Dear VIRAJITHA PARAMATMUNI,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of Analyst and A3 with Capgemini Technology Services India Limited (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1959876**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1959876**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1959876**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

VIRAJITHA PARAMATMUNI

Associate and A3

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. On completion of 1 year of service from your date of joining, you will receive a fixed incentive of **INR 25,000 (Rupees Twenty-Five thousand only)**

Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

Fwd: Congratulations !! on your selection with Deloitte Campus Drive -- 2022 batch...

1 message

Neelima Madiraju <neelimamadiraju@gmail.com>
To: colorprintouts@gmail.com

Sat, May 28, 2022 at 8:26 AM

----- Forwarded message -----

From: **SASI Placements** <sasiplacements@sasi.ac.in>
Date: Thu, 9 Dec, 2021, 10:40 PM
Subject: Congratulations !! on your selection with Deloitte Campus Drive -- 2022 batch...
To:

M. N. Madiraju

Dear Candidate,

Congratulations !! on your selection with **Deloitte** Campus Drive -- 2022 batch.

Do fill this link <https://forms.gle/xpeMKu1KkP7KVkg58> without fail, before 11th Dec - 3pm as after data validation - the offer letter will be sent by the company.

Check the final selected list attached below.

Regards,
John

--

Regards,

E John Moshe

Head - Placements & Industry Relations

Sasi Institute of Technology & Engineering

Tadepalligudem, West Godavari Dist., Andhra Pradesh

w: www.sasi.ac.in



Sasi Group of Institutions - Andhra Pradesh

Sasi Engineering College | **Sasi** EM Schools | **Sasi** Junior Colleges | **Sasi** Degree Colleges | **Sasi** Polytechnic College | **Sasi** MBA College

Vizag | Velinenu | Kanuru | TP Gudem | Eluru | Kamavarapukota | Nidadavole | Palakol | Tanuku | Nallajarla | Duvva | Rajahmundry | Chintalapudi | Mandapeta | Tirupati



SASI
AUTONOMOUS

INSTITUTE OF
TECHNOLOGY &
ENGINEERING
TADEPALLIGUDEM
West Godavari District

National Level Certification

NAAC
ACCREDITED **A**

NBA
NATIONAL BOARD OF
ACCREDITATION



 instagram icon

Sasi Group of Institutions --Andhra Pradesh

Sasi EM Schools | **Sasi** Junior Colleges | **Sasi** Degree
Colleges | **Sasi** Polytechnic College | **Sasi** MBA College

Vizag | Velivenu | Kanuru | TP Gudem | Eluru | Kamavarapukota | Nidadavole |

Palakoi | Tanuku | Nallajerla | Duvva | Rajahmundry | Chintalapudi | Mandapeta



2022 (B.Sc & BCA) Deloitte USI Consulting Final selects -VOE @ SASI.xlsx

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✓
④
Infosys

192016

A. Lavanya

DSC-192016



Adapa Lavanya

9069259

HRD/InfosysBPM/1003446119

October 11, 2022

Ms. Lavanya Adapa
Dr no: 21-11/15-11A, Gandhi Nilaya, Bavi Road
Madhuranagar, Vijayawada-11
Vijayawada-520011
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Lavanya,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|----------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 17-October-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 19301/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.
- b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10th standard marks card*	Mandatory
2	12th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 (mandatory)
6	Diploma marks cards* and certificate(if applicable)	6 (mandatory)
7	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
8	Post graduate mark cards* and certificate (if applicable)	Mandatory
9	NSR registration number or ITPIN number or web registration number	Mandatory
10	Passport**	Optional
11	Driving License	Optional
12	Passport/Driving License/PAN Card/Voters ID	Mandatory
13	Aadhar Card***	Mandatory

*Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

**The Company reserves the right to initiate background verification (BGV) for all employees.

***Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

Shift Allowance Payout Scenarios

(Optional: Shift Allowance cycle is from 1st - 30th /31st of the previous month)

Shift 0:

Refer appendix above for timings, this shift is not eligible for any allowance.

Shift 1:

Refer appendix above for timings, this is eligible for an allowance of 600/- per month.

Shift 2:

Refer appendix above for timings, this is eligible for an allowance of 1,500/- per month.

Shift 3:

Refer appendix above for timings, this is eligible for an allowance of 2,000/- per month.

Shift 4:

Refer appendix above for timings, this is eligible for an allowance of 2,300/- per month

APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

(1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ effective from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a material condition of my employment with Infosys BPM.

(2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys BPM for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in an official capacity with that customer in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM;

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

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited

Place:

Employee Signature:

Date:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:

5

DSC-192025



Offer: Computer Consultancy
Ref: TCSL/DT20218737967/Chennai
Date: 04/02/2022

Ms. Vennela Vattiprolu
2-33,
Malayappanpet,
Pamarru-521157,
Andhra Pradesh.
Tel# -8500545002

Dear Vennela Vattiprolu,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee in Grade YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218737967

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers ServiceLine: 1800 209 3711 Email: careers@tcs.com



BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹3,180/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.



This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

Loans

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

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

You will become a member of the TWT, on completion of continuous association of one year

TCS Confidential
TCSL/DT20218737967

3

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Vennela Vattiprolu
Designation	Graduate Trainee
Institute Name	Andhra Loyola College, Vijayawada

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
TOTAL GROSS	15,129	1,90,926

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

##Contribution towards Employees' State Insurance borne by TCS.

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

Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
GROSS BOUQUET OF BENEFITS	4,343	52,110



DSC-192026

Offer: Computer Consultancy
Ref: TCSL/DT20218718306/Chennai
Date: 04/02/2022

Ms. Charitha Vattiprolu
2-28, Malayappanpet,
Malayappanpet,
Vijayawada-521157,
Andhra Pradesh.
Tel# -9059662905

Dear Charitha Vattiprolu,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218718306

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 319 Tamil Nadu/India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 | Email: careers@tcs.com

9:42

92%

DSC 31

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K-tyo thiswaroop



Campus Recruitment Infosys BMP Ltd - Final Shortlist Inbox



BPM_CampusTeam 4 Apr
to v



Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (**Joining's will happen after the final semester results - 6th Sem**)





Sl No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy
2	12th Marksheet	Original Required & Scan Copy
3	1st SEM Marksheet	Original Required & Scan Copy
4	2nd SEM Marksheet	Original Required & Scan Copy
5	3rd SEM Marksheet	Original Required & Scan Copy
6	4th SEM Marksheet	Original Required & Scan Copy
7	5th SEM Marksheet	Original Required & Scan Copy
8	6th SEM EXAM	Internet Copy with Seal and





8	6th SEM EXAM	Internet Copy with Seal and Sign of Principal- After results
9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.





11	AADHAR/DL/Passport/voter ID (Any 2 Required)	Required (Scan Copy)
----	--	----------------------

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd

Infosys®

Navigate your next

↩ Reply

↩ Reply all

➦ Forward



8

DSC-192036

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 05/02/2022

Bala Chandrika Jonnala

C11059199

6-62/ABhadrirajupalemKrishna,Andhra Pradesh-521163

6302599617

Dear Bala Chandrika Jonnala,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

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

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

J. Bala chandrika
Candidate's Signature

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

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

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

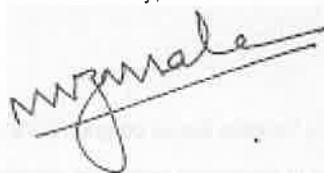
After accepting this Offer, we encourage you visit Countdown to the Company-

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

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

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

Yours sincerely,



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

ACKNOWLEDGED AND AGREED

J. Bala chandrika
Bala Chandrika Jonnala

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

Note: For International Worker Only*

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

Benefits applicable for current Company financial year:

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

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

1. Medical:

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

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

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 IV - DECLARATION

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

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

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

ACKNOWLEDGED AND AGREED:

J. Bala Chandrika

Bala Chandrika Jonnala

Date: 28 - 05 - 2022

Disclaimer

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



9

DSC-192037

TuringMinds Ai

a Soothsayer Analytics Company

6/5/2022
Hyderabad, Telangana

Thiyyagura Hemabindu
9347598873
hemabindu2437@gmail.com

Sub: "Employment with TuringMinds.ai".

Dear Thiyyagura Hemabindu,

Congratulations! You have been selected as "ML Analyst" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10,667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "ML Analyst" with a minimum gross annual remuneration of INR 520,000 (Five Lakh Twenty Thousand Only). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

Wing A, 2nd Floor, Jyothi Imperial
Janardhana Hills, Gachibowli
Hyderabad - 500032

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is 11/5/2022. Your employment as ML Analyst will start from 30/6/2022. We look forward to having you onboard.

Sincerely,

Sairam Chavali
Associate Director – Human Resources

I, Thiyyagura Hemabindu, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: Thiyyagura Hemabindu

Date: 28/5/22

Full Name: Thiyyagura Hemabindu

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DSC-43
192043

March 23, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Kalumuri Nithin,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
 For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic

salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

- i. You will be enrolled for M-Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work / dissertation in your final semester (8th semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head / Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the

- iv. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- v. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training) and Self-Directed / Recorded lecture sessions.

16. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

Program which has a special bonus and aided career path. Please find below the compensation and bonus plan as part of the program which will be effective from your joining date with Wipro as a full time employee.

Your compensation post successful completion of your course and joining as a full time employee will be Rs.6,00,000 per annum. In addition to the mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of Year 1	1,00,000 – 1,50,000
End of Year 2	1,00,000 – 1,50,000
End of Year 3	1,00,000 – 1,50,000

Please note the terms and conditions:

1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 3 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable on successful completion of your course and will be effective from your joining date with Wipro as a full time employee.

ANNEXURE – V

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

DSC-192044

TuringMinds. AI

a Soothsayer Analytics Company

6/5/2022
Hyderabad, Telangana

Gonagala Sumanth Kumar
7981274518
sumanthnsc@gmail.com

Sub: "Employment with TuringMinds.ai".

Dear Gonagala Sumanth Kumar,

Congratulations! You have been selected as "ML Analyst" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10,667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

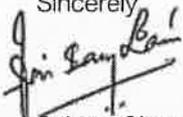
On fulfilling both the conditions, you would be confirmed as "ML Analyst" with a minimum gross annual remuneration of INR 520,000 (Five Lakh Twenty Thousand Only). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

Wing A, 2nd Floor, Jyothi Imperial
Janardhana Hills, Gachibowli
Hyderabad - 500032

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is 11/5/2022. Your employment as ML Analyst will start from 30/6/2022. We look forward to having you onboard.

Sincerely



Sairam Chavali
Associate Director – Human Resources

I, Gonagala Sumanth Kumar, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: _____

Date: _____

Full Name: Gonagala Sumanth Kumar

TERMS AND CONDITIONS

Satisfactory Completion of the Training

1. You shall be undergoing a training for 9 months through a knowledge partner identified by TuringMinds.ai.
2. Completing the training satisfactorily means you must
 - i. Maintain a 90% attendance in the classes
 - ii. Write all 35 Tests
 - iii. Complete 7 Projects
 - iv. Participate in 2 Hackathons

Employment on completion of the Training

3. TuringMinds.ai will deploy you on projects / consulting assignments subject to the client's needs
4. TuringMinds.ai reserves the right to transfer you to one of its clients as a permanent/project-based employee based on the needs. At that point, TuringMinds will ensure that the CTC is protected.

Termination and Discontinuation

5. TuringMinds.ai will review your performance over the first 2 weeks and either party can discontinue the conditional employment. In such situations, the Service Agreement along with all liabilities will be cleared.
6. Any request for discontinuation or termination after the 2-week review would be considered as a breach of the service agreement and the reimbursement of education loan would cease from the last month of employment. In such cases, the liability of the education loan becomes the sole responsibility of the employee. TuringMinds.ai, in such cases, will provide complete assistance to the financial partner
7. Under extreme circumstances where the student is unable to attend the coursework due to a medical condition, an extension of not more than 90 Days can be provided at the discretion of the management.
8. If the information provided by the candidate is found to be incorrect or the candidate resorts to any unethical / objectionable behavior, TuringMinds.ai reserves the right to terminate the employment without any notice and liability on TuringMinds.ai thereof.

Repayment and Reimbursement of Expenses

9. It is the responsibility of the employee to repay the loan in case the employee in question drops out of the training, discontinues employment, or is terminated based on any policy violation.
10. TuringMinds.ai will not have any financial liability to the candidate or any bank / financial institution in case the candidate wants to quit the job for a better job.
11. TuringMinds.ai does not collect the fee and therefore will not be liable to a refund of any kind.

Disputes and Resolutions

12. If there is any discrepancy found in the documents/certificates furnished by you, TuringMinds will have the option of withdrawing this offer any time.
13. The terms of this offer shall be governed in accordance with the law of India and the competent courts in Hyderabad, Telangana shall have exclusive jurisdiction.

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February 21, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear KOLLURI CALVIN,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen", written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic

salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

- i. You will be enrolled for M-Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work / dissertation in your final semester (8th semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head / Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the

- iv. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- v. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

Program which has a special bonus and aided career path. Please find below the compensation and bonus plan as part of the program which will be effective from your joining date with Wipro as a full time employee.

Your compensation post successful completion of your course and joining as a full time employee will be Rs.6,00,000 per annum. In addition to the mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of Year 1	1,00,000 – 1,50,000
End of Year 2	1,00,000 – 1,50,000
End of Year 3	1,00,000 – 1,50,000

Please note the terms and conditions:

1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 3 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable on successful completion of your course and will be effective from your joining date with Wipro as a full time employee.

ANNEXURE – V

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

DGC-192049

TuringMinds. Ai
a Soothsayer Analytics Company

13

6/5/2022
Hyderabad, Telangana

Bhukya Vara Lakshmi
~~9390738038~~
bhukyavaralakshmi08@gmail.com

Sub: "Employment with TuringMinds.ai"

Dear Bhukya Vara Lakshmi,

Congratulations! You have been selected as "ML Analyst" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10,667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

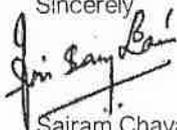
On fulfilling both the conditions, you would be confirmed as "ML Analyst" with a minimum gross annual remuneration of INR 520,000 (Five Lakh Twenty Thousand Only). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

Wing A, 2nd Floor, Jyothi Imperial
Janardhana Hills, Gachibowli
Hyderabad - 500032

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is 11/5/2022. Your employment as ML Analyst will start from 30/6/2022. We look forward to having you onboard.

Sincerely



Sairam Chavali
Associate Director – Human Resources

I, Bhukya Vara Lakshmi, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: B. Vara lakshmi

Date: 20/5/22

Full Name: Bhukya Vara Lakshmi

+91 81210 19111

www.TuringMinds.ai

info@turingminds.ai

Block A, 2nd Floor, Jyothi Imperial, Janardhana Hills, Gachibowli, Hyderabad. – 500032

14

DSC-192053
A. Navendra Kumar

8:28:33

0.00 KB 4G 97



Campus Recruitment Infosys
BMP Ltd - Final Shortlist Inbox ☆

B BPM_CampusTeam 8:24 AM
to ▾ ← ⋮

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations. .!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the "final Shortlist".

Below documents are required at the time of joining (Not Now). (Joining's will happen after the final semester results - 6th Sem)

<i>Sl No.</i>	<i>Documents Required</i>	<i>Type</i>
----------------------	----------------------------------	--------------------

<i>1</i>	<i>10th Marksheet</i>	<i>Original Required & Scan Copy</i>
-----------------	------------------------------	---

Original

15

DSC 60

N. Muralee Krishna

Dear Candidates,

Congratulations !! on being the Final Shortlist in Infosys BPM LTD for Campus 2022 Pass outs. We have an opportunity for all the commerce student who have shortlisted to get into an **Finance and Accounting process**. For this to happen you need to clear the F&A Test which will be conducted as per below date.

(Note : If you still don't clear or attend the F&A Test, you will be still a Shortlist for a Non-voice Process at Infosys BPM Ltd)

Talocity - Infosys F&A test to be conducted on Sunday 22-May-22 between 10:00AM-3:00PM. Below are the instructions.

Instructions:

1. This set contains 25 **questions** carrying 1 mark each.
2. There is **No negative marking** for incorrect answers.
3. This is a time bound test and hence needs to be completed in 45 minutes.
4. Usage of a simple calculator is allowed during the test. Please make sure the system or phone calculator is not used during the test.
5. Please keep a **Pen and Paper handy** for any calculations while taking the test.
6. Do not toggle/Switch between the screens while attempting the test. This will lead to dis-qualification from the test there by rejection of application with Infosys BPM LTD.
7. While taking the test make sure you are in an area with proper network connectivity.
8. All the questions are objective.
9. It is mandatory to clear the test to be eligible for further rounds of the interview and selection.
10. By proceeding to take the test you hereby agree to adhere to the terms and conditions of taking the test with all fairness and understand that if found indulging in any inappropriate practices while taking the test, Infosys holds the right to take the final decision on your candidature which is cancellation of your current job application.

CH Gnana Sundari

✓
(16)
Infosys

192620

DCP-192620



Cheppalli Gnana Sundari

9068640

Ms. Cheppalli Gnana Sundari
53-2-13/2A, Near RCM Church, Community hall street,
Christhurajapuram,
Vijayawada-520008
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Cheppalli Gnana,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|----------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 10-October-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 19301/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10th standard marks card*	Mandatory
2	12th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 (mandatory)
6	Diploma marks cards* and certificate(if applicable)	6 (mandatory)
7	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
8	Post graduate mark cards* and certificate (if applicable)	Mandatory
9	NSR registration number or ITPIN number or web registration number	Mandatory
10	Passport**	Optional
11	Driving License	Optional
12	Passport/Driving License/PAN Card/Voters ID	Mandatory
13	Aadhar Card***	Mandatory

*Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

**The Company reserves the right to initiate background verification (BGV) for all employees.

***Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

4. Background Verification

The Company may, in its sole discretion conduct background checks, prior to or after your date of joining the Company, including but not limited to, for the purpose of validating your identity, your suitability to the concerned employment, the address provided by you, the education details provided by you, the details of your prior work experience (if any) and criminal checks. You expressly consent to, the Company conducting such background checks. In this connection, you are required to furnish the documents as mentioned in the section titled as 'Submission of Documents' in this Offer Letter and the Company reserves the right to seek further documents in addition to the documents listed in the said section to substantiate the details you have provided to the Company.

If the Company is not satisfied with the outcome of the background checks and/or any concerns are raised in a background check, attributable to, false information or mis-statement or misrepresentations or omission of facts in the details provided by you, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

5. National Skills Registry

The Company has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service & quality and in order to do this, we have maintained a strong focus on compliance. NASSCOM, the premier industry Organization has conceived the "National Skills Registry" that promises more effective information security standards. It aims to register employees working in our industry on a web enabled database and uniquely identify each industry person based on bio-metrics. You are required to complete your web registration with National Skills Registry before you join the Company. You will also have to produce the proof of registration when you join the Company. Failure to produce the proof of registration as acceptable to the Company on the date of joining may entail in the withdrawal of this Letter of offer and no rights shall arise/ be enforceable by you under this Letter of offer. The cost of your registration with National Skills Registry and the subsequent verification of your database by Nasscom's empaneled background checkers will have to be borne by you. For more information on national skills registry, please visit www.nationalskillsregistry.com.

6. Relocation benefits

As per the Company's policies you will be entitled to relocation benefits at the time of joining the Company. The Company will reimburse the relocation expenses incurred by you on actuals, provided you submit to the Company the receipts/invoices evidencing those expenses. The relocation benefits will be recovered from you, in case you choose to leave your employment within 180 days of your joining the Company.

7. Transfer/Secondment

Please refer to the 1 page of this Offer of employment for your location of posting. However, you can be transferred/seconded to any of the Company's units/departments or affiliate entities/partners situated anywhere in India or abroad. The terms and conditions relating to transfer/secondment shall be as stated in the relevant documents executed at the time of such secondment/transfer.

8. Probation Period

You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. Probation can be extended for a further period at the sole discretion of the Company.

Please note that as per the Company's policies, all confirmations take place only on the 1st working day of a month. If the date of joining of an employee falls between the 1st and 15th day (both days inclusive) of a month, then the employee would be confirmed effective the 1st day of the 7th month from his/her date of joining subject to fulfillment of all criteria related to confirmation. If the date of joining of an employee falls between the 16th and the last day (both days inclusive) of a month, then the employee would be confirmed on the 1st day of the 8 month subject to fulfillment of all criteria related to confirmation.

During your probationary period, the Company can dispense with your services without ascribing any reasons on giving you 30 calendar day's prior notice or basic and dearness allowance and basket of allowances in lieu of such notice. Similarly, it will be permissible for you to resign from our services subject to a calendar month's prior notice of your intention to do so, however, the Company may, at its discretion, dispense with such notice and ask you to pay basic and dearness allowance and basket of allowances in lieu of notice. It is expressly understood and agreed between us that neither party will have cause for complaint if the other party wishes to take advantage of this right of termination.

If you are considered satisfactory in all aspects, your employment will be confirmed on the expiry of your probationary period.

9. Notice Period

As an employee of the Company, you will be required to give either (a) 30 calendar days' notice or (b) one month's salary in lieu thereof, in case you decide to leave our services. Please note that acceptance of payment in lieu of notice period and the issue of the relieving order is at the Company's discretion. Similarly, the Company can terminate your services by giving 30 calendar days' notice or salary in lieu thereof, at the Company's sole discretion.

Notwithstanding the above, in the event of your violation of the Code of Conduct and the Disciplinary policy of the Company, the Company can terminate your services by giving you up to 30 calendar days' notice or payment of salary in lieu thereof.

"Salary" for the purposes of this section will be basic and dearness allowance and basket of allowances.

10. Training Period and Process

Upon joining the Company, you may be required to undergo training programs-as stipulated by the organization. Upon successful completion of a training program, which includes scoring the minimum stipulated grades or passing the assessment and certification process as mandated for the process and the client, you may be assigned to a process team at Organization's sole discretion. Upon failure to complete requisite assessments and certifications, the Company is free to take suitable action as it deems fit which can include termination of your employment.

APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

(1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ effective from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a material condition of my employment with Infosys BPM.

(2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys BPM for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in an official capacity with that customer in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM;

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

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited

Place:

Employee Signature:

Date:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:



Ch. Sathvik

Campus Recruitment Infosys BPM Ltd - Final Shortlist

Inbox



BPM_CampusTeam 4 Apr

to



Dear Candidates,

Greetings from Infosys BPM Ltd!!

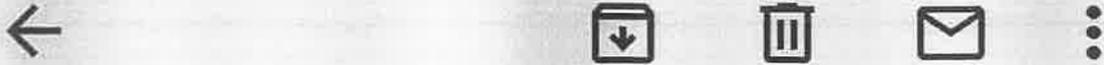
Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results - 6th Sem)

Sl No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy



Sl No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy
2	12th Marksheet	Original Required & Scan Copy
3	1st SEM Marksheet	Original Required & Scan Copy
4	2nd SEM Marksheet	Original Required & Scan Copy
5	3rd SEM Marksheet	Original Required & Scan Copy
6	4th SEM Marksheet	Original Required & Scan Copy
7	5th SEM Marksheet	Original Required & Scan Copy
8	6th SEM EXAM	Internet Copy with Seal and Sign of Principal-After results
9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (to be Must)	Please Apply



Keep checking your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd



Navigate your next

2



Sathvik Chamallamudi 18:03

to colorprintouts



----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>

Date: Mon 4 Apr, 2022, 08:24

Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist

To:

18

DCP-192640

01/02/2022, 13:08

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=WILP_Enrollment_Letter_Template_2022&us...



February 1, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear K Tarun Reddy,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of

relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

- i. You will be enrolled for M-Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

- xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head / Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain

assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. Normally, your "Project work" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45 minutes lunch interval.
- iii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iv. The full day lecture sessions will be held at any of Wipro's other establishments/outourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- v. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions.

16. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioral skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

POST CONVERSION DETAILS

Post successful completion of your course and conversion to full time employment, you will be part of the Campus Program which has a special bonus and aided career path. Please find below the compensation and bonus plan as part of the program which will be effective from your joining date with Wipro as a full time employee.

Your compensation post successful completion of your course and joining as a full time employee will be Rs.6,00,000 per annum. In addition to the mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of Year 1	1,00,000 – 1,50,000
End of Year 2	1,00,000 – 1,50,000
End of Year 3	1,00,000 – 1,50,000

Please note the terms and conditions:

1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 3 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable on successful completion of your course and will be effective from your joining date with Wipro as a full time employee.

ANNEXURE – V

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee



Parul Abhishek Ji...

to Shams, bcc: me ✓

DCM-193003
Yesterday



19

V. Venkatesh Vasu

Dear Candidate,

Congratulations

Based on our discussions during your interview process & the details you provided, we are delighted to inform you that Practo Technologies (P) Ltd. is pleased to offer you a full-time position of "Business Development Manager Trainee" in Bangalore

Please mark @Shams Tabrez Khan in your mail when you share documents.

I request you to kindly share the following documents by 8 March, 2022-8 PM in PDF format for verification:

1. Aadhar Card
2. PAN Card
3. SSLC/10th Std Marksheet/Certificate
4. PUC/12th Std Marksheet/Certificate
5. Degree Certificate
6. Post Graduation Certificate (if applicable)
7. Covid Vaccination Certificate.
8. Updated Resume.
9. Noc from college for working full time in practo(2022 batch)

Particulars	Annual CTC (Rs)	Monthly CTC (Rs)
(A) Fixed		
Basic	253,200	21,100
HRA	125,200	10,433
Employer's PF	21,600	1,800
Fixed Salary	400,000	33,333
(B) Variables (Performance Based)		
**Incentive	250,000	
*Gross Salary	650,000	
(C) Benefits (Yearly)		
Gratuity	12,179	
***Insurance	20,000	
CTC (A+B+C)	682,179	

From the gross salary, the following deductions will be made: PF contributions (employee & employer), professional tax, and income tax subject to IT rules

We look forward to you setting the trend in

Practo for the years to come with your

experience & excellent contribution.

We have invested time in each other

professionally and I wish you all the best with

this unique opportunity, as it is an excellent win

from a career point of view.

Regards

Parul

Please note that this email, including any attachments, is sent on behalf of Practo Technologies Private Limited and its group companies, as applicable, ("Practo") and is intended solely for the individual (s) or entity (ies) to whom they are addressed and may contain information that is private, confidential and privileged. In case you are not the intended recipient, request you to notify the sender by reply mail and delete this email, including any copies or attachments from your system. Any unauthorized dissemination, disclosure and/or use of the contents of this communication to anyone is strictly prohibited and punishable by law. Practo reserves its right to proceed appropriately against any wrongful use of this email, including any attachments, by any unintended user.

DCM-193021

20

Shaik Mastan Shaikh



February 15, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kanneli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear MASTAN SHAIK,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee - Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee - Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro" or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

A handwritten signature in black ink is located at the bottom left of the letter, below the typed name "For Wipro Limited". The signature appears to be "Mastan Shaikh" written in a cursive style.

(21)

DCM-195031
☆

Campus Recruitment Infosys BMP Ltd - Final Shortlist Inbox

 BPM_CampusTeam 4 Apr
to ▾



P. A bhishek

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **“final Shortlist”**.

Below documents are required at the time of joining (**Not Now**). (**Joining's will happen after the final semester results – 6th Sem**)

Sl No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy
2	12th Marksheet	Original Required & Scan Copy
3	1st SEM Marksheet	Original Required & Scan Copy

DCM-193043



FRIENDS STUDIO <colorprintouts@gmail.com>

Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

DCM43 Saranya reddy <saranyareddy1271@gmail.com>
To: colorprintouts@gmail.com

Sat, May 28, 2022 at 4:30 PM

22

CH. Balanuja Saranya

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, Apr 4, 2022, 8:24 AM
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results – 6th Sem)

Sl No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy
2	12th Marksheet	Original Required & Scan Copy
3	1st SEM Marksheet	Original Required & Scan Copy
4	2nd SEM Marksheet	Original Required & Scan Copy
5	3rd SEM Marksheet	Original Required & Scan Copy
6	4th SEM Marksheet	Original Required & Scan Copy
7	5th SEM Marksheet	Original Required & Scan Copy
8	6th SEM EXAM	Internet Copy with Seal and Sign of Principal- After results
9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.



Fwd: Campus Recruitment
Infosys BMP Ltd - Final
Shortlist Inbox



DCM48 M.Gayathri 07:58
to me ✓



----- Forwarded message -----

From: **BPM_CampusTeam**
<BPM_CampusTeam@infosys.com>
Date: Mon, 4 Apr 2022, 8:24 am
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **“final Shortlist”**.

Below documents are required at the time

HRD/InfosysBPM/1004691540

24

193104

June 21, 2022

Ms. Penumala Harshitha
#46-5-25/3
BH Nagar, Gunadala, Vijayawada, Krishna
Andhrapradesh-520004
India

DO-193104

STRICTLY PRIVATE & CONFIDENTIAL

Dear Penumala,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 23-June-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20497/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10th standard marks card*	Mandatory
2	12th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 (mandatory)
6	Diploma marks cards* and certificate(if applicable)	6 (mandatory)
7	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
8	Post graduate mark cards* and certificate (if applicable)	Mandatory
9	NSR registration number or ITPIN number or web registration number	Mandatory
10	Passport**	Optional
11	Driving License	Optional
12	Passport/Driving License/PAN Card/Voters ID	Mandatory
13	Aadhar Card***	Mandatory

*Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

**The Company reserves the right to initiate background verification (BGV) for all employees.

***Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

(1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ effective from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a material condition of my employment with Infosys BPM.

(2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys BPM for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in an official capacity with that customer in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM;

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

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited

Place:

Employee Signature:

Date:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:

Y. N Niharika

Infosys®
Navigate your next

HRD/InfosysBPM/1004691307

September 6, 2022

Ms. Niharika Y
1-68, bonkula bibba
bonkula dibba street
Vizinagaram-535240
India

25

193107

DO-193107

STRICTLY PRIVATE & CONFIDENTIAL

Dear Niharika,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|-------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 9-September-2022 |
| e) Location of posting | : BANGALORE, KARNATAKA, India |
| f) Gross salary per month | : Rs 20496/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10th standard marks card*	Mandatory
2	12th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 (mandatory)
6	Diploma marks cards* and certificate(if applicable)	6 (mandatory)
7	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
8	Post graduate mark cards* and certificate (if applicable)	Mandatory
9	NSR registration number or ITPIN number or web registration number	Mandatory
10	Passport**	Optional
11	Driving License	Optional
12	Passport/Driving License/PAN Card/Voters ID	Mandatory
13	Aadhar Card***	Mandatory

*Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

**The Company reserves the right to initiate background verification (BGV) for all employees.

***Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

APPENDIX 1

COMPENSATION DETAILS	
Name	Ms. Niharika Y
Role Designation	Process Executive
Job Level	2B
Date of Joining	9-September-2022
Location of Posting	BANGALORE, KARNATAKA, India
Fixed Components	Amount in INR per month
Basic	13,881
Fixed Dearness Allowance (FDA)	1,100
Basket of Allowances (BOA)*	
Sub Total 1	14,981
Statutory Components	
Company Contribution to Provident Fund	1,798
Gratuity	721
Bonus	2,996
Sub Total 2	5,515
Gross Salary per month - Sub Total 1+2	20,496
Total Annual CTC	245,952

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2,500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

*Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

26

Do-193109



Campus Recruitment Infosys BPM Ltd - Final Shortlist

1 message

BPM_CampusTeam <BPM_CampusTeam@infosys.com>

Mon, 4 Apr 2022 at 8:24 am

Dear Candidates,

CH. Rishitha

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results - 6th Sem)

Sl No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy
2	12th Marksheet	Original Required & Scan Copy
3	1st SEM Marksheet	Original Required & Scan Copy
4	2nd SEM Marksheet	Original Required & Scan Copy
5	3rd SEM Marksheet	Original Required & Scan Copy
6	4th SEM Marksheet	Original Required & Scan Copy
7	5th SEM Marksheet	Original Required & Scan Copy
8	6th SEM EXAM	Internet Copy with Seal and Sign of Principal- After results
9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd

Infosys[®]
Navigate your next

Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

DO 10 Amrutha Swarupa <amruthaswarupa286@gmail.com>
To: colorprintouts@gmail.com

Sat, May 28, 2022 at 9:52 AM

On Mon, Apr 4, 2022, 8:24 AM BPM_CampusTeam <BPM_CampusTeam@infosys.com> wrote:

Dear Candidates,

Greetings from Infosys BPM Ltd!!

D. Amrutha Swarupa

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results – 6th Sem)

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8	6th SEM EXAM	Internet Copy with Seal and Sign of Principal- After results
9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

DO-183117

28

T. Satish.



Fwd: Campus Recruitment Infosys BPM Ltd - Final Shortlist
1 message

DO 81 Sasikala <gavidiasakala@gmail.com>
To: Sasi Bhushanam <sasibhushanam143@gmail.com>

Mon Apr 4, 2022 at 6:50 PM

----- Forwarded message -----
From: BPM Campus Team <BPM_CampusTeam@infosys.com>
Date: Mon Apr 4, 2022, 8:24 AM
Subject: Campus Recruitment Infosys BPM Ltd - Final Shortlist
To:

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the "final Shortlist".

Below documents are required at the time of joining (Not Now). (Joining will happen after the final semester results - 6th Sem)

Sl No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy
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M. Sneha Latha

Fwd: Infosys Campus Select - Talocity F&A Test

1 message

Sneha Mande <snehamande06@gmail.com>
To: "colorprintouts@gmail.com" <colorprintouts@gmail.com>

Sat, May 28, 2022 at 9:43 AM

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Wed, 18 May 2022, 7:52 pm
Subject: Infosys Campus Select - Talocity F&A Test
To:

Dear Candidates,

Congratulations !! on being the Final Shortlist in Infosys BPM LTD for Campus 2022 Pass outs.

We have an opportunity for all the commerce student who have shortlisted to get into an **Finance and Accounting process**. For this to happen you need to clear the F&A Test which will be conducted as per below date.

(Note : If you still don't clear or attend the F&A Test, you will be still a Shortlist for a Non-voice Process at Infosys BPM Ltd)

Talocity - Infosys F&A test to be conducted on Sunday 22-May-22 between 10:00AM-3:00PM. Below are the instructions.

Instructions:

1. This set contains 25 **questions** carrying 1 mark each.
2. There is **No negative marking** for incorrect answers.
3. This is a time bound test and hence needs to be completed in 45 minutes.
4. Usage of a simple calculator is allowed during the test. Please make sure the system or phone calculator is not used during the test.
5. Please keep a **Pen and Paper handy** for any calculations while taking the test.
6. Do not toggle/Switch between the screens while attempting the test. This will lead to dis-qualification from the test there by rejection of application with Infosys BPM LTD.
7. While taking the test make sure you are in an area with proper network connectivity.
8. All the questions are objective.
9. It is mandatory to clear the test to be eligible for further rounds of the interview and selection.
10. By proceeding to take the test you hereby agree to adhere to the terms and conditions of taking the test with all fairness and understand that if found indulging in any inappropriate practices while taking the test, Infosys holds the right to take the final decision on your candidature which is cancellation of your current job application.

Please complete the assessment process by 3 PM on Sunday.

Thanks and Regards,

Campus Recruitment Team

Re: Campus Recruitment Infosys BMP Ltd - Final Shortlist

1 message

Mounika <mounikamunji002@gmail.com>
To: sdssrinu@gmail.com

Sat, May 28, 2022 at 9:42 AM

Mounika

On Mon, Apr 4, 2022, 08:24 BPM_CampusTeam <BPM_CampusTeam@infosys.com> wrote:

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results – 6th Sem)

SI No.	Documents Required	Type
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10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.**Do Not Reply to this mail.**

Regards,

Campus Recruitment Team

Infosys BPM Ltd



2 attachments

Infosys[®] image001.png
11K
Navigate your next

Infosys[®] image001.png
11K
Navigate your next

Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

4 messages

Gandepalli Harish Kumar <gandepalliharishkumar@gmail.com>
To: Alankar.Studio8899@gmail.com

Tue, Apr 12, 2022 at 7:12 AM

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, 4 Apr, 2022, 8:24 am
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

B. Sriram

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

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Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,



32

DO-193136

T. V. Lakshmi Srinivas

Campus Recruitment Infosys BMP Ltd - Final Shortlist

1 message

BPM_CampusTeam <BPM_CampusTeam@infosys.com>

Mon, 4 Apr 2022 at 8:24 am

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

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Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

4 messages

Gandepalli Harish Kumar <gandepalliharishkumar@gmail.com>
To: Alankar.Studio8899@gmail.com

Tue, Apr 12, 2022 at 7:12 AM

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, 4 Apr, 2022, 8:24 am
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

Dr. Kulkarni Yadav

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

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Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

6 messages

Gandepalli Harish Kumar <gandepalliharishkumar@gmail.com>
To: Alankar.Studio8899@gmail.com

Tue, Apr 12, 2022 at 7:12 AM

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, 4 Apr, 2022, 8:24 am
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

Ch. Bhavana Vigna
DMC-05
192805

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results – 6th Sem)

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11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards, .

35



DMC-192810

Offer: Computer Consultancy

Ref: TCSL/DT20218808987/Chennai

Date: 04/02/2022

Mr. T Lakshmi Venkata Sai Sukesh Bhagavathula
43-105-11, Pnt Colony, Ajith Singh Nagar,
Near Sai Baba Temple,
Vijayawada-520015,
Andhra Pradesh.
Tel# -

Dear T Lakshmi Venkata Sai Sukesh Bhagavathula,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential

TCSL/DT20218808987

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

Loans

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

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

You will become a member of the TWT, on completion of continuous association of one year

TCS Confidential

TCSL/DT20218808987

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganapur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

6 messages

Gandepalli Harish Kumar <gandepalliharishkumar@gmail.com>
To: Alankar.Studio8899@gmail.com

Tue, Apr 12, 2022 at 7:12 AM

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, 4 Apr, 2022, 8:24 am
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

D.Pooja
DMC-11
192811

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results – 6th Sem)

Sl No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy
2	12th Marksheet	Original Required & Scan Copy
3	1st SEM Marksheet	Original Required & Scan Copy
4	2nd SEM Marksheet	Original Required & Scan Copy
5	3rd SEM Marksheet	Original Required & Scan Copy
6	4th SEM Marksheet	Original Required & Scan Copy
7	5th SEM Marksheet	Original Required & Scan Copy
8	6th SEM EXAM	Internet Copy with Seal and Sign of Principal- After results
9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

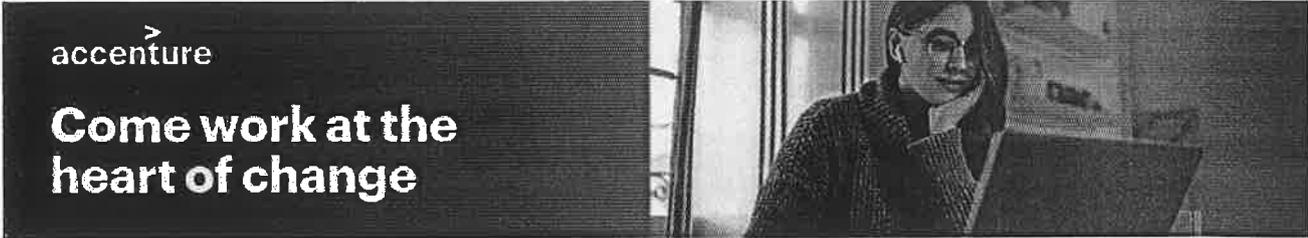
Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

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A Anusha
DMC18
192818



To,

Name : Anusha Aliqi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Anusha Aliqi,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** -Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - System and Application Services Associate
- Annual fixed compensation for the fiscal will be **INR 3,00,000**; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as **INR 25,500**. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Maximum Annual Total earning potential – **3,25,500**
- Additional Notional Benefits: Gratuity as per law (if applicable) + Benefits: **INR 8,000**
Gratuity amount shown above is an approximation of your 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 per the Company policy.
- Maximum Annual Total earning potential + Total Additional Benefits – **INR 3,33,500/-**

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

"This is an electronically generated document does not require signatures"

Signature:- Anusha
Name :- A. Anusha
Date :- 23/03/2022

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A. Anusha
DMC18
192818

Accenture Solutions Private Limited

I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture or its representative. I hereby release all persons from liability on account of such disclosure.

Data Privacy Notice

I understand that:

Accenture collects my personal data for the purpose of verifying my background in connection with my employment or application for employment, specifically to determine eligibility for employment and/or to meet Accenture's contractual relationships with certain clients who may require additional background checks to be performed. Accenture shall not use my personal data for purposes that are incompatible with the purposes listed in this notice and Accenture's Privacy Statement unless it is required or authorized by law.

Accenture will collect information relating to my identity, which may include (to the extent applicable law allows) details regarding my:

- contact details
- professional standing
- work history
- educational history
- professional qualifications
- criminal records

Accenture collects the personal data that I provided during the recruitment process. Accenture will receive information about me from other sources, such as education institutions, prior employers, and background checks service providers.

Accenture will process my personal data on the following legal basis:

- for legitimate business purposes
- for the establishment, exercise or defense of legal claims or proceedings.
- upon my consent, where applicable
- to comply with legal and regulatory obligations, as applicable

Within Accenture, only those with a need to know will have access to the results of my background check report. Accenture may also provide my personal data to third parties to carry out the research and verification or where required in the context of a client engagement. All such third parties are subject to contractual obligations in relation to the processing of my personal data and access to my background check report will be limited to those personnel with a need to know.

As a global organization, my personal data may be transferred to other Accenture offices in Accenture's worldwide organization. Accenture has put in place adequate measures such as standard contractual clauses, inter-company agreements or binding corporate rules to protect my information during any transfers of my personal to other Accenture offices from within India to outside India (cross-border transfers).

My rights (in the circumstances and under the conditions, and subject to the exceptions, set out in applicable law) are as follows:

- request access to, including a copy of, my personal data;
- request rectification of my personal data;
- request the erasure of my personal data;
- object to the processing of my personal data;
- request the restriction of the processing of my personal data;
- to withdraw my consent to the processing of my personal data at any time by Accenture. This will not affect the right to process personal data obtained prior to the withdrawal of my consent, or its right to continue parts of the processing based on other legal bases than consent.

Certain personal data may be exempt from the above-mentioned rights pursuant to applicable data protection or other laws and regulations.

Any further questions or concerns regarding how Accenture processes my personal data, or if I wish to exercise any of your foregoing rights, I shall contact the Accenture data protection officer at dataprivacyofficer@accenture.com. If I believe that my data protection rights have been violated, I have the right at all times to lodge a complaint with a supervisory authority, either in the country where I live, the country where I work or the country where I deem that data protection law has been infringed.

Signature : Anusha

Full Name in Capitals: ALIGI ANUSHA

Date :

2	3	0	3	2	0	2	2
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Note instruction: You can either download, manually sign, scan and upload the document or choose to download, e-sign and upload.

M. Mounika Lakshmi
192823

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DML 192823

QUESS
WINNING TOGETHER

Date: Oct 31, 2022
Offer No : QS2835858

MOUNIKA LAKSHMI MUKKU
1-128TKOTAHAPETA STREET BC COLONY POTTIPADU TBC COLONYVIJAYAWADATANDHRA
PRADESH521286TGANNAVARAM
VIJAYAWADA
ANDHRA PRADESH

FIXED TERM EMPLOYMENT CONTRACT

Dear **MOUNIKA LAKSHMI MUKKU**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to Client site under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from NOV 03, 2022 be deputed by QUESS, to work at client's office / premises at any of their locations.

Your reporting time will be 9.30 AM.

During the course of your contract, you can be transferred to a location within the territory of india as and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from NOV 03, 2022 to OCT 02, 2023.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

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Offer No : QS2835858

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QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

LOCATION:

You are required to work at client's location at ELURU.

POSITION:

You are appointed as BRANCH RELATIONSHIP EXECUTIVE.

REMUNERATION:

The details of your salary break up with components are as per the enclosure attached herewith.

EXTENSION:

Unless otherwise notified to you in writing this contract of employment would be valid OCT 02, 2023 from the date of you joining QUESS. This contract may be considered for an extension depending on the client and QUESS's requirements. The extension of contract period would be considered on fresh terms as agreed between you and QUESS through a separate mutually executed contract of employment. QUESS shall inform you in writing of the extension requirements.

WORKING HOURS:

You will follow the working hours of the client where you will be deputed. You may have to work on shifts, based on the client's requirement. Your attendance will be maintained by the Reporting Officer of the client, which needs to be mandatorily sent to the contact person at QUESS within the cut-off date as mutually agreed for pay-roll processing.

TERMINATION & SUSPENSION:

At the time of termination of the employment either due to termination by either you or the Company or upon the lapse of the term of employment, if there are any dues owing from you to the Company, the same may be adjusted against any monies due to you by the Company on account of salary including bonus or any other payment owned to you under the terms of your employment.

During the tenure of your Contract, any deviation or misconduct in any form that were noticed by the company or if there are any breach of internal policies or any regulation that was mutually agreed to be

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TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

BGV Annexure

Please find below the BGV points needs to be taken care post joining with us.

1. Requesting you to get your BGV- All Levels completed within 55 calendar days from DOJ by providing correct required details alongwith proof as per point no. 2 at the time of joining else we will discontinue/ close your contract with immediate effect if BGV is not getting cleared within 55 days.
2. Please provide/ update below details correctly while completing Onboarding with us:
 - 1.Current & Permanent Address with landmark alongwith proper proofs.
 - 2.Educational details alongwith proofs (all year marksheet/ marksheets & Degree which should be clearly visible).
 - 3.Experience details alongwith proper proofs.
 - 4.Correct mail id.
3. Also we are withholding 500/- as BGV amount from your first month salary which will be refunded back to you in 03rd month salary post successful BGV clearance.

For Quess Corp Ltd.

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Offer No : QS2835858

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QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card
- Get Easy Access to Quess helpline
- Get access to Quess Market to get lucrative offers specifically for Quess Associates
- Get host of learning opportunities

You will receive your User Id / Password & Company ID by sms to your registered mobile No.

For any issues in login to WorQ app, please email to help@quesscorp.com.

Please mention your

- Offer No :QS2835858
- Name :MOUNIKA LAKSHMI MUKKU
- Mobile No

Link to download WorQ

Play Store (Android) - <https://goo.gl/rqsMnr>

App Store (iOS) - <https://goo.gl/DmHpEj>



QR Link to Download WorQ from your Android Phone



QR Code to Download WorQ on your iPhone



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QUESS Corp Limited

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.

Open the camera on your smart phone and scan.

Fwd: FW: Deloitte- Letter of Intent

1 message

Devi Parepalli <deviparepalli0708@gmail.com>
To: colorprintouts@gmail.com

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Sat, May 28, 2022 at 10:17 AM

----- Forwarded message -----

From: USI Consulting Campus <usiconsultingcampus@deloitte.com>
Date: Mon, 25 Apr 2022, 18:03
Subject: FW: Deloitte- Letter of Intent
To:

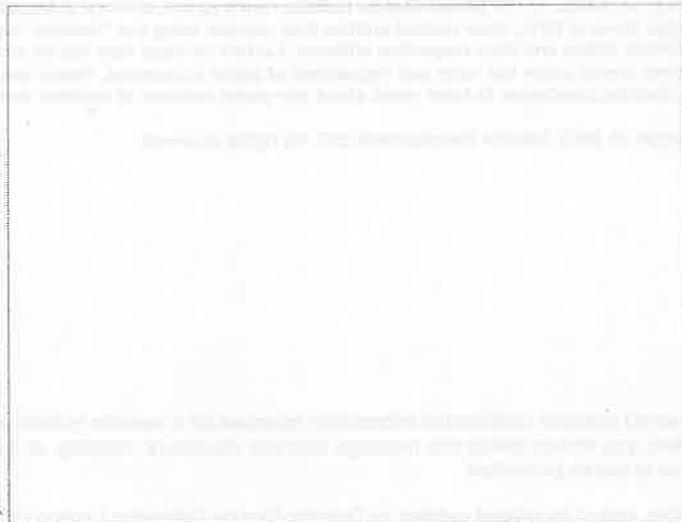
Dear candidate,

Please reach out to us on **USI Consulting Campus** usiconsultingcampus@deloitte.com for any doubts and queries.

Regards,
Campus Team

From: USI Consulting Campus
Sent: 22 April 2022 08:41 PM
Subject: Deloitte- Letter of Intent

Deloitte Consulting India Private Limited | April'22



DMC-192840



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Offer: Computer Consultancy
Ref: TCSL/DT20218755380/Chennai
Date: 04/02/2022

Mr. Jaggireddygar Dhanunjaya Reddy
2-95Santhebidanur,
Hindupur,
Ananthapur-515211,
Andhra Pradesh.
Tel# -8971173984

Dear Jaggireddygar Dhanunjaya Reddy,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218755380

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmaal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

Loans

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

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

You will become a member of the TWT, on completion of continuous association of one year

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TCSL/DT20218755380

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

DMC-192843



May 18, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

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S. Sandhya

Dear Sandhya Samudrapu,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILPI

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain M-Tech degree from one of the premier engineering Institution / University upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of Rs.12,00,000/-. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of Rs.14, 00,000/-. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

- xxli. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
 - xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team / faculty / University would be final and binding.
 - xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
 - xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.
 - xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.
- Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head / Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

- i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.
- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioral skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE - IV

POST CONVERSION DETAILS

Post successful completion of your course and conversion to full time employment, you will be part of the Campus Program which has a special bonus and aided career path. Please find below the compensation and bonus plan as part of the program which will be effective from your joining date with Wipro as a full time employee.

Your compensation post successful completion of your course and joining as a full time employee will be Rs.6,00,000 per annum. In addition to the mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of Year 1	1,00,000 – 1,50,000
End of Year 2	1,00,000 – 1,50,000
End of Year 3	1,00,000 – 1,50,000

Please note the terms and conditions:

1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 3 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable on successful completion of your course and will be effective from your joining date with Wipro as a full time employee.

ANNEXURE - V

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.

ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Accept Decline

Signature Sandhya Samudrapu 18/5/2022 9:56 PM
(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011
Doddakannelli F :+91 (80) 2844 0054
Sarjapur Road E :info@wipro.com
Bengaluru 560 035 W :wipro.com
India C :L32102KA1945PLC020800

DMC-192843



bhanu maradani <bhanumaradani@gmail.com>

Re: TCS Offer Letter

U3

DMC47 KALYAN <kalyankumarch4@gmail.com>
To: bhanumaradani@gmail.com

Sun, May 29, 2022 at 8:49 PM

On Sat, 5 Feb 2022, 6:17 am DMC43 Sandhya, <sandhyasamudrapu15@gmail.com> wrote:

S. Sandhya

----- Forwarded message -----

From: TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com>
Date: Sat, Feb 5, 2022, 3:17 AM
Subject: TCS Offer Letter
To: <sandhyasamudrapu15@gmail.com>

Dear Sandhya Samudrapu,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS. Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) / ilp.support@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

=====

Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you



(no subject)

44

DMC47 KALYAN <kalyankumarch4@gmail.com>
To: bhanumaradani@gmail.com

Sun, May 29, 2022 at 8:42 PM

On Mon, 4 Apr 2022, 8:24 am BPM_CampusTeam, <BPM_CampusTeam@infosys.com> wrote:

Dear Candidates,

CH. Kalyan Kumar

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results – 6th Sem)

Sl No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy
2	12th Marksheet	Original Required & Scan Copy
3	1st SEM Marksheet	Original Required & Scan Copy
4	2nd SEM Marksheet	Original Required & Scan Copy
5	3rd SEM Marksheet	Original Required & Scan Copy
6	4th SEM Marksheet	Original Required & Scan Copy
7	5th SEM Marksheet	Original Required & Scan Copy
8	6th SEM EXAM	Internet Copy with Seal and Sign of Principal- After results
9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

DMC- 192854

45

S - Chandras Sekhar
Rai



Campus Recruitment Infosys BMP Ltd - Final Shortlist

message

BPM_CampusTeam (BPM_CampusTeam@infosys.com)

Mon, Apr 4, 2022 at 8:24 AM

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the "final Shortlist".

Below documents are required at the time of joining (Not Now), (Joining's will happen after the final semester results - 6th Sem)

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9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required.)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd

Infosys[®]
Navigate your next

DMC-192857



Lib

A. Vinay

Date: March 11, 2022
Ref: LTI/HR/Campus/NE6/2022
Name: Alavala Vinay
College: Andhra Loyola College

OFFER OF EMPLOYMENT

Dear Alavala Vinay,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**

During the initial training period, your CTC including all benefits will be **Rs.3,14,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. **Increments and Promotions**

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. **Overseas Deputation/International Assignment**

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. **Documents**

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

ANNEXURE-1

Name	: Alavala Vinay	Date	: March 11, 2022
Salary Grade	: AT1		
Components	Rs. p.a.	Rs. p.m.	
Basic		15,000	
Bouquet of Benefits		6,015	
Bonus		1750	
A. Base Salary (PA)	273,180	22,765	
Annual Incentive	0		
B. Total Variable (PA)	0		
C. Total Target Cash (A+B)	273,180		
Provident Fund (PF)	21,600	1,800	
Gratuity	8,664	722	
Mediclaime Premium	10,556		
D. Retirals & Other Benefits	40,820		
Cost to Company (CTC) C+D	314,000		

ANNEXURE-2

Eligibility Criteria for Non-Engineering Candidates - Year2022 Batch		
Qualification	BSC,BCA,BCS,BBA (CA, CS, CB, DC)	Diploma
Branches:	Computer Science/Information Technology/Information science and Electronics	
Age Criteria: As on 1st July of Passing year (2022)	Less than 23 years	Age >= 18 years and less than 21 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.	
Course must complete in:	3 Years	
SSC, HSC Percentage / CGPA:	50% & Above OR Equivalent CGPA	
	NOTE: <ul style="list-style-type: none"> • SSC/HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration 	
Diploma/Graduation Percentage/CGPA:	Aggregate of 60% & Above OR Equivalent CGPA	
	<ul style="list-style-type: none"> • For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered. • Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results 	
	<ul style="list-style-type: none"> • Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule) 	
	<ul style="list-style-type: none"> • Conversion from CGPA into Percentage must be calculated as per your respective University norms 	
	<ul style="list-style-type: none"> • Provisional/Passing Certificate must state First Class 	
Re-attempts/ATKTs /Backlogs/Arrears (Diploma, Graduation)	<ul style="list-style-type: none"> • No active/live backlogs allowed during the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u>. • All final semester subjects must be attempted and cleared in the First Attempt (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears <u>in the current course</u> (obtained after the interview process) <u>must be attempted and cleared with the final semester examinations</u> 	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2022 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE /State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization	
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	

Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

3 messages

Gandepalli Harish Kumar <gandepalliharishkumar@gmail.com>
To: Alankar.Studio8899@gmail.com

Tue, Apr 12, 2022 at 7:12 AM

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, 4 Apr, 2022, 8:24 am
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results – 6th Sem)

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10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

48

DPC-192704



G. Yagna Sundar

Offer: Computer Consultancy
Ref: TCSL/DT20218776293/Chennai
Date: 04/02/2022

Mr. Yagna Sundar Gandu
2-398Badevaripalem,
Koduru,
Vijayawada-521121,
Andhra Pradesh.
Tel# 91-7989221422

Dear Yagna Sundar Gandu,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee in Grade YG**. Your gross salary including all benefits will be **₹1,90,926/- per annum**, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/- per month**.

TCS Confidential
TCSL/DT20218776293

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kamaraj Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Career ServiceLine: 1800 201 2111 Email: career@tcs.com

49



DPC-192707

Y. Praveen

Offer: Computer Consultancy
Ref: TCSL/DT20218739704/Chennai
Date: 04/02/2022

Mr. Yadavalli Praveen
11-39/2Milerayi Centre Gollapudi,
Near Rcm Church Opposite To Water Tank,
Vijayawada-521225,
Andhra Pradesh.
Tel# 91-9177766122

Dear Yadavalli Praveen,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

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You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218739704

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

Loans

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

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

You will become a member of the TWT, on completion of continuous association of one year

TCS Confidential

TCSL/DT20218739704

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



Campus Recruitment Infosys

BMP Ltd - Final Shortlist

Inbox



BPM_CampusTeam 8:24 am

to



Md. Nadeem

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

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2	12th Marksheet	Original Required & Scan Copy

51

DAC-192732



Campus Recruitment Infosys BPM Ltd - Final Shortlist

Inbox



BPM_CampusTeam 4 Apr

TO

P. Yehu Bebu

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

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Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

✓

52

Infosys

R. Harshini

192738

DCP-192738



Rekha Harshini Sri

9068630



Infosys BPM – Offer Letter -

Rekha Harshini Sri - 1004697820 

Inbox



BPMOffers@infosys.com 4 Oct

to me, Umashankar_N, manis...  

Dear Rekha Harshini Sri,

Congratulations! We are pleased to extend you an offer of employment as Process Executive. Welcome to the Infosys BPM family.

At Infosys BPM, we don't just come to work. We realize our dreams and those of our clients and we are sure, so will you. We believe in setting the bar high for new industry benchmarks, and raising them as soon as we set them. Excellence is what we look to achieve in all our engagements.

The soft copy of the offer letter is enclosed for your reference that includes a list of benefits that you are entitled to upon joining.

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

Joining Date & Time: 10-Oct-2022 at 08:30 AM.

Induction Venue based on recruiter confirmation: TR02, 3rd Floor, IBPM2 building , Infosys BPM Limited, Rajiv Gandhi IT Park, Hinjewadi Phase 2, Tal Man, Pune, Maharashtra - 411057

Note: You are required to complete your web registration with National Skills Registry before you join the



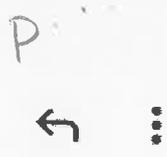
DPC-192756



Wipro Enrollment Letter Inbox



Wipro offer letter Yesterday
to me ▾



May 27, 2022

Dear Pathi Vignesh,

Congratulations! We are pleased to offer you the position of **Scholar Trainee - Work Integrated Learning Program** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within 14 days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, click on **Accept** -> click on **signature check box** -> Click on **"Submit and Print"** -> Click on **"web browser"** -> **ctrl+P** -> **save as pdf** -> **save** -> **select destination on your system to download.**

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.

Please click on the link below to review and accept your enrollment letter at the earliest using a **desktop/laptop**.
[Click to Complete](#)

Your Login Information:
Login Name: vigneshpathi128@gmail.com
(if you do not know your password, you can reset it by clicking here.)

If you have any questions about the details of your offer or about employment at Wipro, please reach out to manager.campus@wipro.com

Thanks and Regards,
Campus Offer Generation Team
|Global Campus Hiring Team| Wipro Limited|

Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

8 messages

Gandepalli Harish Kumar <gandepalliharishkumar@gmail.com>
To: Alankar.Studio8899@gmail.com

Tue, Apr 12, 2022 at 7:12 AM

54

G. Prameetha

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, 4 Apr, 2022, 8:24 am
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results – 6th Sem)

Sl No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy
2	12th Marksheet	Original Required & Scan Copy
3	1st SEM Marksheet	Original Required & Scan Copy
4	2nd SEM Marksheet	Original Required & Scan Copy
5	3rd SEM Marksheet	Original Required & Scan Copy
6	4th SEM Marksheet	Original Required & Scan Copy
7	5th SEM Marksheet	Original Required & Scan Copy
8	6th SEM EXAM	Internet Copy with Seal and Sign of Principal- After results
9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.**Do Not Reply to this mail.**

Regards,

Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

2 messages

Gandepalli Harish Kumar <gandepalliharishkumar@gmail.com>
To: Alankar.Studio8899@gmail.com

Tue, Apr 12, 2022 at 7:12 AM

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, 4 Apr, 2022, 8:24 am
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

Kavishmas Shaik

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results – 6th Sem)

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10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist

message

From: **CS-02 Niharika** <kallepalliniharika3@gmail.com>
 To: k v v naga murali <nagamurali1973@gmail.com>

Fri, May 27, 2022 at 8:11 AM

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
 Date: Mon, Apr 4, 2022, 8:24 AM
 Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
 To:

K. Niharika

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results – 6th Sem)

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11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

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11:18

105

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V. Mithim



Campus Recruitment Infosys BMP Ltd
- Final Shortlist **Inbox**



BPM_CampusTeam 8:24 AM
to v



Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the "final Shortlist".

Below documents are required at the time of joining (Not Now). (Joining's will happen after the final semester results - 6th Sem)

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5	3rd SEM Marksheet	Original Required & Scan Copy
6	4th SEM Marksheet	Original Required & Scan Copy



106

DBA-195260

FRIENDS STUDIO <colorprintouts@gmail.com>

Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

Suhail Md <suhailmd2550@gmail.com>
To: "colorprintouts@gmail.com" <colorprintouts@gmail.com>

Sat, May 28, 2022 at 9:13 AM

Md. Sehil

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, 4 Apr 2022 at 8:24 AM
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results – 6th Sem)

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10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

107

DC-16

192316



March 22, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

P. Vamshivarun

Dear Panchakarla Varun,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain M-Tech degree from one of the premier engineering Institution / University upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic

✓

108

Infosys

DC-43
192343

DC-43

192343



SRI SAI GOUTHAM REDDY
MEKA

9060107

Infosys[®]

Infosys BPM Limited

Electronics City, Hosur Road, Bengaluru 560100
Phone No: +080-41879999

Employee Name:

**SRI SAI GOUTHAM REDDY
MEKA**

Employee Number

9060107

Emergency Contact Number

8686737879



This card is the property of Infosys Limited. The card usage is governed by the policies stipulated by Infosys Limited. Unauthorized use of the card is prohibited. If found, please return it to above address.

2+370494-E 3320103062-1

© Infosys Limited



✓ (109) DEM-04

191404 DEM-191404

6/5/2022
Hyderabad, Telangana

Punjabi Santhoshi
7207108248
punjabisanthoshi@gmail.com

Sub: "Employment with TuringMinds.ai".

Dear Punjabi Santhoshi,

Congratulations! You have been selected as **"ML Analyst"** with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10,667 per month.

During the training period, you must fulfill the following conditions

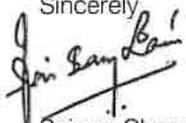
1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as **"ML Analyst"** with a minimum gross annual remuneration of **INR 520,000 (Five Lakh Twenty Thousand Only)**. The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

**Wing A, 2nd Floor, Jyothi Imperial
Janardhana Hills, Gachibowli
Hyderabad - 500032**

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is 11/5/2022. Your employment as ML Analyst will start from 30/6/2022. We look forward to having you onboard.

Sincerely,


Sairam Chavali
Associate Director – Human Resources

I, Punjabi Santhoshi, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: _____

Date: _____

Full Name: Punjabi Santhoshi



ANNEXURE – A

Details of the Gross Annual Remuneration on receiving letter of appointment

Designation	ML Analyst		
Salary Offered (in INR)	400,000		
	Salary Head	Yearly	Monthly
Basic		144,000	12,000
HRA		57,600	4,800
Food Coupons		26,400	2,200
Conveyance Allowance		19,200	1,600
Other Allowances		113,920	9,493
Performance Based Pay		21,600	1,800
Employer Contribution to PF		17,280	1,440
Total Salary (in INR)		400,000	33,333
Service Agreement Reimbursement		128,004	10,667
Gross Emoluments (in INR)		528,004	44,000

The above remuneration is subject to Income Tax and Other statutory deductions.



TERMS AND CONDITIONS

Satisfactory Completion of the Training

1. You shall be undergoing a training for 9 months through a knowledge partner identified by TuringMinds.ai.
2. Completing the training satisfactorily means you must
 - i. Maintain a 90% attendance in the classes
 - ii. Write all 35 Tests
 - iii. Complete 7 Projects
 - iv. Participate in 2 Hackathons

Employment on completion of the Training

3. TuringMinds.ai will deploy you on projects / consulting assignments subject to the client's needs
4. TuringMinds.ai reserves the right to transfer you to one of its clients as a permanent/project-based employee based on the needs. At that point, TuringMinds will ensure that the CTC is protected.

Termination and Discontinuation

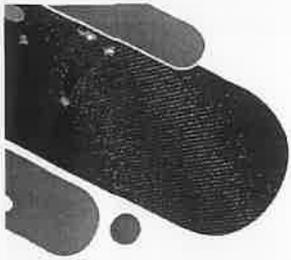
5. TuringMinds.ai will review your performance over the first 2 weeks and either party can discontinue the conditional employment. In such situations, the Service Agreement along with all liabilities will be cleared.
6. Any request for discontinuation or termination after the 2-week review would be considered as a breach of the service agreement and the reimbursement of education loan would cease from the last month of employment. In such cases, the liability of the education loan becomes the sole responsibility of the employee. TuringMinds.ai, in such cases, will provide complete assistance to the financial partner
7. Under extreme circumstances where the student is unable to attend the coursework due to a medical condition, an extension of not more than 90 Days can be provided at the discretion of the management.
8. If the information provided by the candidate is found to be incorrect or the candidate resorts to any unethical / objectionable behavior, TuringMinds.ai reserves the right to terminate the employment without any notice and liability on TuringMinds.ai thereof.

Repayment and Reimbursement of Expenses

9. It is the responsibility of the employee to repay the loan in case the employee in question drops out of the training, discontinues employment, or is terminated based on any policy violation.
10. TuringMinds.ai will not have any financial liability to the candidate or any bank / financial institution in case the candidate wants to quit the job for a better job.
11. TuringMinds.ai does not collect the fee and therefore will not be liable to a refund of any kind.

Disputes and Resolutions

12. If there is any discrepancy found in the documents/certificates furnished by you, TuringMinds will have the option of withdrawing this offer any time.
13. The terms of this offer shall be governed in accordance with the law of India and the competent courts in Hyderabad, Telangana shall have exclusive jurisdiction.



SERVICE AGREEMENT

You shall execute and honor the Employment Agreement/Appointment letter furnished to you if appointed by TuringMinds as forming part and parcel of this offer.

All employees must take a loan from our financial partner for an amount of INR 4,00,000. Employees must only go through our financial partner. No other form of payment will be accepted.

TuringMinds will reimburse the monthly EMI to the employee and clears it within 3 years of their confirmation as ML Analyst.

During your tenure of employment with the Company, you would be governed by the said Employment Agreement, Company manuals and any other agreement that you may execute with the Company from time to time. You are required to submit photocopies the following documents at the time of reporting for duty:

- a. Certificates in proof of your educational qualifications
- b. Certificate in proof of your Date of Birth
- e. Three passport size photographs
- f. Copy of PAN Card
- g. Copy of passport and
- h. Copy of Aadhaar Card, [if available]

Further, please note that your employment will be subject to the correctness of all the information and necessary documents furnished by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is suppressed, misrepresented, or fabricated, the Company shall have the right to terminate your appointment without any notice or compensation.

Complete details of the training program along with all the curriculum, duration, terms, and conditions shall be shared with you by the training provider before beginning of the training.

Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

2 messages

Anand Vedantham <anandvihari99199@gmail.com>
To: colorprintouts@gmail.com

Fri, May 27, 2022 at 12:51 PM

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, Apr 4, 2022, 8:24 AM
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

V. Chinmay Vijay Anand

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results – 6th Sem)

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11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd



2 attachments

Infosys[®] image001.png
11K
Navigate your next

Infosys[®] image001.png
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Navigate your next

Giridhar Sai <giridhar91540@gmail.com>
To: colorprintouts@gmail.com

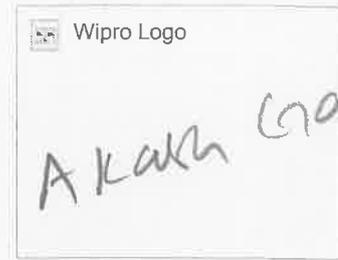
Fri, May 27, 2022 at 12:51 PM

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2 attachments

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Navigate your next

Infosys[®] image001.png
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Navigate your next



March 21, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Akash Ganga,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the**

Premier engineering Institution / University upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(* You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

- i. You will be enrolled for M-Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.



Accept



Decline



Signature Akash Ganga 21/3/2022 9:52 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

**Wipro
Limited**

T :+91 (80) 2844 0011

Doddakannelli

F :+91 (80) 2844 0054

Sarjapur
Road

E :info@wipro.com

Bengaluru
560 035

W :wipro.com

India

C :L32102KA1945PLC020800

24109668

HRD/InfosysBPM/1003353590

July 1, 2022

Mr. Vootla Venu
4-117K
VENGAYAPALEM, KURICHEDU MANDAL
Prakasam district-523304
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Vootla,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|--------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Technology Support Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 5-July-2022 |
| e) Location of posting | : HYDERABAD, TELANGANA, India |
| f) Gross salary per month | : Rs 15834/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.
- b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10th standard marks card*	Mandatory
2	12th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 (mandatory)
6	Diploma marks cards* and certificate(if applicable)	6 (mandatory)
7	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
8	Post graduate mark cards* and certificate (if applicable)	Mandatory
9	NSR registration number or ITPIN number or web registration number	Mandatory
10	Passport**	Optional
11	Driving License	Optional
12	Passport/Driving License/PAN Card/Voters ID	Mandatory
13	Aadhar Card***	Mandatory

*Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

**The Company reserves the right to initiate background verification (BGV) for all employees.

***Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

APPENDIX 3

Shift Definition			
In Time	Total Hours	Out Time	Shift
Shift 2 - From 2:30 PM to 5:29 PM			
2:30 PM	9:15	11:45 PM	2
3:00 PM	9:15	12:15 AM	2
3:30 PM	9:15	12:45 AM	2
4:00 PM	9:15	1:15 AM	2
4:30 PM	9:15	1:45 AM	2
5:00 PM	9:15	2:15 AM	2
Shift 3 - From 5:30 PM - 2:29 AM			
5:30 PM	9:15	2:45 AM	3
6:00 PM	9:15	3:15 AM	3
6:30 PM	9:15	3:45 AM	3
7:00 PM	9:15	4:15 AM	3
7:30 PM	9:15	4:45 AM	3
8:00 PM	9:15	5:15 AM	3
8:30 PM	9:15	5:45 AM	3
9:00 PM	9:15	6:15 AM	3
9:30 PM	9:15	6:45 AM	3
10:00 PM	9:15	7:15 AM	3
10:30 PM	9:15	7:45 AM	3
11:00 PM	9:15	8:15 AM	3
11:30 PM	9:15	8:45 AM	3
12:00 AM	9:15	9:15 AM	3
12:30 AM	9:15	9:45 AM	3
1:00 AM	9:15	10:15 AM	3
1:30 AM	9:15	10:45 AM	3
2:00 AM	9:15	11:15 AM	3
Shift 4 - From 2:30 AM - 5:30 AM			
2:30 AM	9:15	11:45 AM	4
3:00 AM	9:15	12:15 PM	4
3:30 AM	9:15	12:45 PM	4
4:00 AM	9:15	1:15 PM	4
4:30 AM	9:15	1:45 PM	4
5:00 AM	9:15	2:15 PM	4
5:30 AM	9:15	2:45 PM	4
Shift 1 - After 5:31 AM (anytime swipe after 5:31)			
6:00 AM	9:15	3:15 PM	1
6:29 AM	9:15	3:44 PM	1
Shift 1-After 12:30 PM- 2:30 PM			
12:30 PM	9:15	9:45 PM	1
1:00 PM	9:15	10:15 PM	1
1:30 PM	9:15	10:45 PM	1
2:00 PM	9:15	11:15 PM	1
2:00 PM - 2:29 PM			1
Shift 0-After 6:30 AM (any time after 6:30 AM)			
6:30 AM	9:15	3:45 PM	0
7:00 AM	9:15	4:15 PM	0
7:30 AM	9:15	4:45 PM	0
8:00 AM	9:15	5:15 PM	0
8:30 AM	9:15	5:45 PM	0
9:00 AM	9:15	6:15 PM	0
9:30 AM	9:15	6:45 PM	0
10:00 AM	9:15	7:15 PM	0
10:30 AM	9:15	7:45 PM	0
11:00 AM	9:15	8:15 PM	0
11:30 AM	9:15	8:45 PM	0
12:00 PM	9:15	9:15 PM	0
12:29 PM	9:15	9:44 PM	0

Shift Allowance Payout Scenarios

(Optional: Shift Allowance cycle is from 1st - 30th /31st of the previous month)

Shift 0:

Refer appendix above for timings, this shift is not eligible for any allowance.

Shift 1:

Refer appendix above for timings, this is eligible for an allowance of 600/- per month.

Shift 2:

Refer appendix above for timings, this is eligible for an allowance of 1,500/- per month.

Shift 3:

Refer appendix above for timings, this is eligible for an allowance of 2,000/- per month.

Shift 4:

Refer appendix above for timings, this is eligible for an allowance of 2,300/- per month

APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

(1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ effective from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a material condition of my employment with Infosys BPM.

(2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys BPM for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in an official capacity with that customer in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM;

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

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited

Place:

Employee Signature:

Date:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:

113



zingnext.zinghr.com/portal

3



Welcome Shebin!



195220

Welcome New Employees

Previous Month

Current Month



Ms. Kanika Kath...

SEND WISHES →



Mr. Mathivannan

SEND WISHES →



Shebin
George.



Punch In

Last Swipe: Yesterday at

6:05 PM

Current IP:

117.195.239.13

Punch In →

Time, Attendance & Leave

VIEW MORE



August 2022



Sun

Mon

Tue

Wed

Thu

Fri

Sat

1

2

3

4

5

6



My Home



Fwd: Wipro Enrollment Letter

J Gowtham Reddy

Inbox



Gowtham Reddy <jillelagowtham@gmail.com> Fri, 2 Dec, 10:48 (22 hours ago)

to me

----- Forwarded message -----

From: **Wipro offer letter** <wipro+email+4npzc-de4215c1df@talent.icims.com>

Date: Thu, Jul 28, 2022, 11:50

Subject: Wipro Enrollment Letter

To: <jillelagowtham@gmail.com>

July 28, 2022

Dear JILLELA REDDY,

Congratulations! We are pleased to offer you the position of **Scholar Trainee - Work Integrated Learning Program** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a desktop/laptop.

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within 14 days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download.**

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to access the link to open offer page to download the offer letter.

Please click on the link below to review and accept your enrollment letter at the earliest using a desktop/laptop.

[Click to Complete](#)

Your Login Information:

Login Name: jillelagowtham@gmail.com

(If you do not know your password, you can reset it by clicking here.)

If you have any questions about the details of your offer or about employment at Wipro, please reach out to

manager.campus@wipro.com

Thanks and Regards,

Campus Offer Generation Team
|Global Campus Hiring Team| Wipro Limited|

This message was sent to jillelagowtham@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=F3F823709926&contactId=25966369>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND



10/10/2022

NEELIMA KARNATI

Dear NEELIMA,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi | Oct 11, 2022 16:12 GMT+5.51

Lokendra Sethi
Vice President - Human Resources

DXC Technology India Private Limited (formerly known as CSC Technologies India Private Limited)
CIN: U72900TN2015FTC102489
Registered Office:
Unit 13, Block 2, SDF Buildings, MEPZ-SEZ, Tambaram Sanatorium, Chennai (Tamil Nadu) - 600 045
Tel: +91-44-22628000 / 22623880, Fax: +91-44-22628171
Website: www.dxc-technology.com

24C



10/10/2022

NEELIMA KARNATI
53-1-69, Vijayanagar Colony , Gunadala
Vijayawada, 520008
India

Dear NEELIMA,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Senior Assistant Service Delivery Coordinator at DXC Technology India Private Limited of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 10/19/2022. Your job level at DXC is 2.

Your appointment with DXC Technology India Private Limited is on the following terms and conditions.

Kindly note that considering the current pandemic situation, you are required to work from home. Once the situation normalizes, as determined by DXC, you would be required to report to any of DXC offices across the country based on information provided by your manager.

Compensation and Benefits

1.0 Salary

Your Annual Fixed Pay will be INR 280,000.00 per annum.

1.1 Basic Salary

You will be eligible for a Basic Salary which will be INR ₹157,309.00.

1.2 Provident Fund

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your Basic Salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Commission, wherever applicable.

1.3 Gratuity

You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.4 Insurance

The Company will provide Group Life Insurance, Personal Accident Insurance and Hospitalization Insurance Coverage for yourself. The annual premium will be borne by the Company and is over and above your Annual fixed pay, mentioned above. Your spouse and maximum up to 2 children will be

K. Neelima



Lokendra Sethi

Lokendra Sethi [Oct 11, 2022 10:32 GMT+5:30]

Lokendra Sethi

Vice President - Human Resources

I accept the above referred Pay and Benefits and the general terms and conditions of employment

K. Neelima

K. Neelima [Oct 11, 2022 18:50 GMT+5:30]

NEELIMA KARNATI

Oct 11, 2022

Candidate Physical Signature (to be completed first day of work):

I accept the above referred Pay and Benefits and the general terms and conditions of employment

First Name Middle Name Last Name

Date

Place

K. Neelima

Annexure III

Dear NEELIMA KARNATI,

Please note that you must submit a copy of your Permanent Account Number (PAN) card on your date of joining at company. By acknowledging this document, you undertake that you shall be solely responsible for any consequences arising due to non submission of your PAN copy and company shall not be responsible for the same, in any manner whatsoever.



Date: Oct 11, 2022

K. Neelima

K. Neelima (Oct 11, 2022 14:50 GMT+5:30)

NEELIMA KARNATI

FOR Company

Lokendra Sethi

Lokendra Sethi (Oct 11, 2022 16:12 GMT+5:30)

Lokendra Sethi

Vice President - Human Resources

FOR Employee

Name : NEELIMA KARNATI

K. Neelima

K. Neelima (Oct 11, 2022 18:50 GMT+5:30)

Date : Oct 11, 2022

K. Neelima

V. Geetha.

146



1942088

TATA CONSULTANCY SERVICES



GEETA
VALLABHANENI

Card No 276638
Associate No 2306668

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



Ref: TCSL/DT20218922219/1768787/Chennai

Date: 30 April 2022

MS. GEETA VALLABHANENI
D/O: 25-86 Ramalayam Stret,
Yanamalakuduru, Vijayawada,
Andhra Pradesh-520007.

Sub: Joining Letter

Dear Ms. Geeta Vallabhaneni,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on **16th May 2022 at Chennai** . You are requested to report at the address detailed below on **16th May 2022 at 09:00 AM** .

M/s. Tata Consultancy Services Ltd TCSL "Chennai One" - SEZ Unit, (IGGGL- SEZ)
200 Ft. Thoraipakkam - Pallavaram Ring Road,Thoraipakkam,,
Chennai - 600 096,Tamil Nadu, India,
Chennai, Tamil Nadu-600096.
(Route map of the ILP Centre can be viewed on TCS NextStep>>ILP Corner>>ILP Centres)

Contact Person: Ms. Lakshmi Harish
Phone: 9104466168888
Email Id: lakshmi.harish@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

You will continue to receive further communication through the pre-employment orientation (PEO) platform. Your exact time of reporting will be published through announcements on PEO.

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.



Initial Learning Program (ILP)

Continuous Learning is a way of life in TCSL and forms a critical part of your employment with TCSL. On joining TCSL, you will be given the opportunity to undergo our Initial Learning program at Ignite, Chennai.

This formal learning will add value to you as a professional and help you to excel in your career.

Formal assessments will be carried out during your learning period. The weighted average of these evaluations will be a major component of your first appraisal.

You may please note that in the event of your performance during this program falling short of the required standard, your learning program would be extended or your services would be liable for termination as the case may be.

Only you will be allowed to enter our office. As the whole joining process may be of 3-4 hour duration, please make suitable arrangements for anyone accompanying you.

TCSL will not provide accommodation in Chennai. You will have to arrange for your accommodation. Travel expenses to the location of this Learning Program will not be reimbursed.

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

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

We would like you to confirm your acceptance of joining this batch by clicking on the 'I Accept' button online. In the event of us not receiving an update, TCSL reserves the right to withdraw the offer. If you fail to join on the date provided in the TCSL Joining letter, the offer dated 04-02-2022 will stand automatically terminated at the discretion of TCSL.



Together, let us take TCSL to greater heights! Wish you the very best!

Warm regards,

Janardhan S
Global Head - Talent Development
TCS Human Resources



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

117

June 21, 2022

HRD/InfosysBPM/1004697832

Mr. Chodiseti Eswar Naga Venkata Sai Ram
1/19
4th ward Remalavaripalem, Nagayalanka mandal, Krishna district
Andhrapradesh-111111
India

E. Venkatar Naga Sai Ram
19 2207

STRICTLY PRIVATE & CONFIDENTIAL

Dear Chodiseti,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|--------------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Technology Support Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 23-June-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 17939/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.
- b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

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You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

3. Submission of documents

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3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 (mandatory)
6	Diploma marks cards* and certificate(if applicable)	6 (mandatory)
7	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
8	Post graduate mark cards* and certificate (if applicable)	Mandatory
9	NSR registration number or ITPIN number or web registration number	Mandatory
10	Passport**	Optional
11	Driving License	Optional
12	Passport/Driving License/PAN Card/Voters ID	Mandatory
13	Aadhar Card***	Mandatory

*Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

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4:30 PM	9:15	1:45 AM	2
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7:30 PM	9:15	4:45 AM	3
8:00 PM	9:15	5:15 AM	3
8:30 PM	9:15	5:45 AM	3
9:00 PM	9:15	6:15 AM	3
9:30 PM	9:15	6:45 AM	3
10:00 PM	9:15	7:15 AM	3
10:30 PM	9:15	7:45 AM	3
11:00 PM	9:15	8:15 AM	3
11:30 PM	9:15	8:45 AM	3
12:00 AM	9:15	9:15 AM	3
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5:00 AM	9:15	2:15 PM	4
5:30 AM	9:15	2:45 PM	4
Shift 1 - After 5:31 AM (anytime swipe after 5:31)			
6:00 AM	9:15	3:15 PM	1
6:29 AM	9:15	3:44 PM	1
Shift 1-After 12:30 PM- 2:30 PM			
12:30 PM	9:15	9:45 PM	1
1:00 PM	9:15	10:15 PM	1
1:30 PM	9:15	10:45 PM	1
2:00 PM	9:15	11:15 PM	1
2:00 PM - 2:29 PM			1
Shift 0-After 6:30 AM (any time after 6:30 AM)			
6:30 AM	9:15	3:45 PM	0
7:00 AM	9:15	4:15 PM	0
7:30 AM	9:15	4:45 PM	0
8:00 AM	9:15	5:15 PM	0
8:30 AM	9:15	5:45 PM	0
9:00 AM	9:15	6:15 PM	0
9:30 AM	9:15	6:45 PM	0
10:00 AM	9:15	7:15 PM	0
10:30 AM	9:15	7:45 PM	0
11:00 AM	9:15	8:15 PM	0
11:30 AM	9:15	8:45 PM	0
12:00 PM	9:15	9:15 PM	0
12:29 PM	9:15	9:44 PM	0

Shift Allowance Payout Scenarios

(Optional: Shift Allowance cycle is from 1st - 30th /31st of the previous month)

Shift 0:

Refer appendix above for timings, this shift is not eligible for any allowance.

Shift 1:

Refer appendix above for timings, this is eligible for an allowance of 600/- per month.

Shift 2:

Refer appendix above for timings, this is eligible for an allowance of 1,500/- per month.

Shift 3:

Refer appendix above for timings, this is eligible for an allowance of 2,000/- per month.

Shift 4:

Refer appendix above for timings, this is eligible for an allowance of 2,300/- per month

APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

(1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ effective from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a material condition of my employment with Infosys BPM.

(2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys BPM for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in an official capacity with that customer in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM;

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

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

- i. Tech Mahindra Limited
- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited

Place:

Employee Signature:

Date:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:

✓
(118)

Infosys®

K. Keerthi
191939



Kota Keerthi

9068638

HRD/InfosysBPM/1002453932

October 4, 2022

Ms. KOTA KEERTHI
Masjid street , Brahmarambapuram, Krishnalanka
Masjid street , Brahmarambapuram, Krishnalanka
Vijayawada-520003
India

K. Keerthi
19/9/38

STRICTLY PRIVATE & CONFIDENTIAL

Dear KOTA,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | |
|---------------------------|----------------------------|
| a) Role | : Process Executive |
| b) Role designation | : Process Executive |
| c) Job Level | : 2B |
| d) Date of Joining | : 10-October-2022 |
| e) Location of posting | : PUNE, MAHARASHTRA, India |
| f) Gross salary per month | : Rs 19301/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10th standard marks card*	Mandatory
2	12th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 (mandatory)
6	Diploma marks cards* and certificate(if applicable)	6 (mandatory)
7	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
8	Post graduate mark cards* and certificate (if applicable)	Mandatory
9	NSR registration number or ITPIN number or web registration number	Mandatory
10	Passport**	Optional
11	Driving License	Optional
12	Passport/Driving License/PAN Card/Voters ID	Mandatory
13	Aadhar Card***	Mandatory

*Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

**The Company reserves the right to initiate background verification (BGV) for all employees.

***Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.

APPENDIX 3

Shift Definition			
In Time	Total Hours	Out Time	Shift
Shift 2 - From 2:30 PM to 5:29 PM			
2:30 PM	9:15	11:45 PM	2
3:00 PM	9:15	12:15 AM	2
3:30 PM	9:15	12:45 AM	2
4:00 PM	9:15	1:15 AM	2
4:30 PM	9:15	1:45 AM	2
5:00 PM	9:15	2:15 AM	2
Shift 3 - From 5:30 PM - 2:29 AM			
5:30 PM	9:15	2:45 AM	3
6:00 PM	9:15	3:15 AM	3
6:30 PM	9:15	3:45 AM	3
7:00 PM	9:15	4:15 AM	3
7:30 PM	9:15	4:45 AM	3
8:00 PM	9:15	5:15 AM	3
8:30 PM	9:15	5:45 AM	3
9:00 PM	9:15	6:15 AM	3
9:30 PM	9:15	6:45 AM	3
10:00 PM	9:15	7:15 AM	3
10:30 PM	9:15	7:45 AM	3
11:00 PM	9:15	8:15 AM	3
11:30 PM	9:15	8:45 AM	3
12:00 AM	9:15	9:15 AM	3
12:30 AM	9:15	9:45 AM	3
1:00 AM	9:15	10:15 AM	3
1:30 AM	9:15	10:45 AM	3
2:00 AM	9:15	11:15 AM	3
Shift 4 - From 2:30 AM - 5:30 AM			
2:30 AM	9:15	11:45 AM	4
3:00 AM	9:15	12:15 PM	4
3:30 AM	9:15	12:45 PM	4
4:00 AM	9:15	1:15 PM	4
4:30 AM	9:15	1:45 PM	4
5:00 AM	9:15	2:15 PM	4
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1:30 PM	9:15	10:45 PM	1
2:00 PM	9:15	11:15 PM	1
2:00 PM - 2:29 PM			1
Shift 0-After 6:30 AM (any time after 6:30 AM)			
6:30 AM	9:15	3:45 PM	0
7:00 AM	9:15	4:15 PM	0
7:30 AM	9:15	4:45 PM	0
8:00 AM	9:15	5:15 PM	0
8:30 AM	9:15	5:45 PM	0
9:00 AM	9:15	6:15 PM	0
9:30 AM	9:15	6:45 PM	0
10:00 AM	9:15	7:15 PM	0
10:30 AM	9:15	7:45 PM	0
11:00 AM	9:15	8:15 PM	0
11:30 AM	9:15	8:45 PM	0
12:00 PM	9:15	9:15 PM	0
12:29 PM	9:15	9:44 PM	0

Shift Allowance Payout Scenarios

(Optional: Shift Allowance cycle is from 1st - 30th /31st of the previous month)

Shift 0:

Refer appendix above for timings, this shift is not eligible for any allowance.

Shift 1:

Refer appendix above for timings, this is eligible for an allowance of 600/- per month.

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Refer appendix above for timings, this is eligible for an allowance of 1,500/- per month.

Shift 3:

Refer appendix above for timings, this is eligible for an allowance of 2,000/- per month.

Shift 4:

Refer appendix above for timings, this is eligible for an allowance of 2,300/- per month

APPENDIX 4

ADDENDUM TO EMPLOYMENT LETTER

I, _____ do hereby acknowledge and confirm the following:

(1) I am accepting employment with Infosys BPM Limited ("Infosys BPM"), with the employee number _____ effective from _____. Now, as per the presents below, I agree to the terms herein, and acknowledge that this is a material condition of my employment with Infosys BPM.

(2) I may be required, on behalf of Infosys BPM, to provide services to, or solicit business from, various clients of Infosys BPM (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys BPM for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in an official capacity with that customer in the twelve (12) months immediately preceding the termination of my employment with Infosys BPM;

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

For the purposes of this Addendum, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:

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- ii. Genpact Limited
- iii. WNS Limited
- iv. Tata Consultancy Services Limited
- v. Accenture Limited
- vi. International Business Machine Corporation
- vii. Cognizant Technology Solutions
- viii. Wipro Ltd
- ix. HCL Limited

Place:

Employee Signature:

Date:

Employee Name:

Employee Number:

Acknowledged by Infosys BPM Limited:

✓
(119)

R. Jagadeesh

192714

wipro

Jagadeesh
Rachamalla

40146413





August 2, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear jagadeesh rachamalla,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen". The signature is written in a cursive style and is positioned above a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **Rs.12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel->Transfer Policy-Team Rainbow.
- iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : Python App

Location Preferences 1 : Hyderabad

Skill Preferences 2 : Python Automation Testing

Location Preferences 2 : Chennai

Skill Preferences 3 : DAAI -Cloud & Digital Database

Location Preferences 3 : Bangalore

Accept Decline

Signature jagadeesh rachamalla 2/8/2022 7:18 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011
Doddakannelli F :+91 (80) 2844 0054
Sarjapur Road E :info@wipro.com
Bengaluru 560 035 W :wipro.com
India C :L32102KA1945PLC020800

24239839

✓

Not matching with
Sahayya Khanna SIV
Dada - 2019/20

120

Y. Aswini Reddy
191905

Infosys



Aswini Reddy Yadamakanti
1310858

79

HRD/2T/1004837820/22-23

Ms. Aswini Reddy Yadamakanti

No-12-1466

Vijayawada

Vijayawada-522501

India

Ph: +91-9951448245

Dear Aswini,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
<richard_lobo@infosys.com>, Validity Unknown

Digitally signed by Richard Lobo
Date: 2022.08.23 20:01:02 IST
Reason: Digitally Signed
Location: Bangalore

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

August 23, 2022

HRD/1004837820/22-23

Ms. Aswini Reddy Yadamakanti
No-12-1466
Vijayawada
Vijayawada-522501
India

Ph: +91-9951448245

Dear Aswini,

Congratulations! We are delighted to make you an offer as **Systems Associate - Trainee** and your role is **Systems Associate** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **17-Oct-2022**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

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

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

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

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

Your employment will be governed by the rules, regulations and policies of the Company. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

Date: _____, 20____

Sign your name

Print your full Name

Location

Certification signature by Richard Lobo
richard_lobo@infosys.com Validity Unknown

Digitally signed by Richard Lobo
Date: 2022.08.25 20:01:02 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Aswini Reddy Yadamakanti			
ROLE	Systems Associate			
ROLE DESIGNATION	Systems Associate - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
MONTHLY GROSS SALARY				16,162
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				136
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
FIXED GROSS SALARY (1+2+3)				18,581
TOTAL GROSS SALARY				18,581
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				

195711

S. Kramthi Ram Kumar

भारतीय वायु सेना



B.C.A.S

TAEP : K

Valid From: 05/12/2022 To: 03/01/2023

Airports: KIA BENGALURU

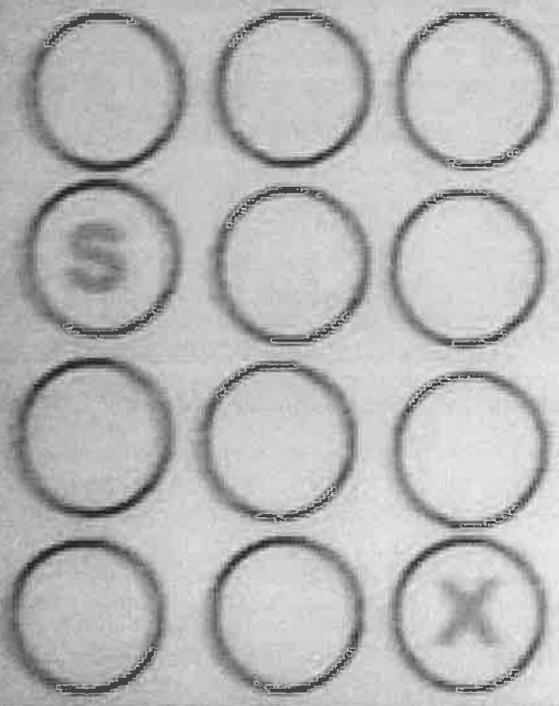
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Terminals: ALL TERMINALS

Name : KARTHIC RAM KUMAR

Desig : COMMI-III

Orgn : HMS HOST



S. Kramthi Ram Kumar

Holder's Signature

Mgr. P...

Sign of Issuing Authority

August 24, 2022

HRD/2T/1004837955/22-23

Mr. Jaggireddygaru Dhanunjaya Reddy
Santhebidanu
Hindupur
Ananthpur-515211
India

Ph: +91-6305509518

Dear Jaggireddygaru,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
<richard_lobo@infosys.com> Validity: Unknown
Digitally signed by Richard Lobo
Date: 2022.08.24 13:35:28 IST
Reason: Digitally Signed
Location: Bangalore

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

August 24, 2022

HRD/1004837955/22-23

Mr. Jaggireddygari Dhanunjaya Reddy
Santhebidanu
Hindupur
Ananthpur-515211
India

Ph: +91-6305509518

Dear Jaggireddygari,

Congratulations! We are delighted to make you an offer as **Systems Associate - Trainee** and your role is **Systems Associate** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **05-Dec-2022**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

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

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Jaggireddygaru Dhanunjaya Reddy			
ROLE	Systems Associate			
ROLE DESIGNATION	Systems Associate - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
MONTHLY GROSS SALARY				16,162
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				136
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
FIXED GROSS SALARY (1+2+3)				18,581
TOTAL GROSS SALARY				18,581
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				

October 17, 2022

HRD/2T/1003496166/22-23

Mr. Jamandlamudi Vijay Sandeep
66-7-22, 2Nd Lane, Balaji Nagar,
2Nd Lane, Balaji Nagar, Krishnalanka
Vijayawada-520013
India

123

J. Vijay Sandeep
194158

Ph: +91-7680968811

Dear Jamandlamudi Vijay,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by RICHARD GERARD LOBO
<richard_lobo@infosys.com> [untrusted]

Digitally signed by RICHARD
GERARD LOBO
Date: 2022.10.17 09:51:48 IST
Reason: Digitally Signed
Location: Bangalore

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

October 17, 2022

HRD/1003496166/22-23

Mr. Jamandlamudi Vijay Sandeep
66-7-22,2Nd Lane,Balaji Nagar,
2Nd Lane,Balaji Nagar,Krishnalanka
Vijayawada-520013
India

Ph: +91-7680968811

Dear Jamandlamudi Vijay,

Congratulations! We are delighted to make you an offer as **Systems Associate - Trainee** and your role is **Systems Associate** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **17-Oct-2022**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

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

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

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Jamandlamudi Vijay Sandeep			
ROLE	Systems Associate			
ROLE DESIGNATION	Systems Associate - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
MONTHLY GROSS SALARY				16,162
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				136
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
FIXED GROSS SALARY (1+2+3)				18,581
TOTAL GROSS SALARY				18,581
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				



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DMK

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Invitation Letter

Name: SUBHANI SHAIK
Date: Monday, August 1, 2022

Dear SUBHANI SHAIK,

We are glad to inform you that you are being invited to undergo a short-term fixed traineeship under the **Applicant Training Program (ATP)** in our organization.

This training program would be in two stages. Stage 1 will be a **classroom training (CRT)** of 2 weeks which will be conducted **virtually over zoom (work from home)**. Stage 2, will be an **On-the-Job Training (OJT)** of 4 weeks which will be virtual (work from home). Furthermore, only on successful clearing the assessments and minimum requirements of the **CRT stage**, you will be moved to the **OJT stage**.

Please note that this invitation does not guarantee you permanent employment at BYJU'S. This Agreement will automatically expire upon the completion of the term of the training program, unless terminated earlier as per the provisions of Clause 13 of this Agreement. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management. For example, if you do not clear the CRT (classroom training stage) based on assessments that you go through, your traineeship will be terminated after two weeks and you will be paid a prorated amount for those two weeks. The decision of the Company in this matter shall be final.

1. Training Program Details:

Training Role:	Applicant Trainee - Sales
Trainer:	Rahul Raj (TNL201605108)
Reporting Time:	9:30 AM
Classroom Training Location:	Byjus Hyderabad - No. 8-2-120/113, 4th Floor, C Block, Sanali Info Park, Road No.2, Banjara Hills, Hyderabad, Telangana
OJT Training Location:	WFH / Byjus - Hyderabad
Role Location:	Hyderabad

2. Date of Enrollment: Your enrollment becomes effective from the date of joining the Applicant Trainee Program, which date shall be no later than **Tuesday, August 9, 2022**.

3. Term: The term of this training program would be for a period of 2+4 weeks, commencing from your date of enrollment. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 13 of this Agreement. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management. The decision of the Company in this matter shall be final.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over and above the 6 weeks) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-enrollment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer to you any position/ employment with the company on the expiry of this fixed-term traineeship Agreement. Any offer of employment, after completion of the 6-week training program, will be subject to satisfactory performance during training, qualification of all criteria - as determined by the central management from time to time - and the needs of the company from time to time. The offer is also subject to the production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company.

7. Stipend: Your stipend for the entire duration of the training program of 6 weeks is INR 33750 (Stipend).

Payment Processing

The stipend shall be paid monthly on a pro-rata basis as per the number of days worked in the previous month.

Performance pay (incentives)

You will also be eligible for a performance pay of up to 10% of the total sales (confirmed revenue). In case of partial completion of the training program, the compensation would be adjusted on a pro-rata basis till the date of disqualification or the date of voluntary dropout. The above is subject to audit and any wrong/inappropriate/fake sale revenue will be removed from the calculations and will be excluded from confirmed revenue.

8. Deductions: The Company shall be entitled to deduct from the above stipend payable to you calculated on monthly basis, the following contractual, statutory, and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted taxes
- (c) Dues to Company including loans at source at the rates applicable; or
- (d) Any other applicable statutory deductions
- (e) PF administrative charges and EDLI charges as per rules (i.e. at present 1% admin charges, equal to INR 150/- per month towards Employee PF deduction of INR 1800/- per month), will be included in above mentioned stipend.

The income tax liability with regards to your income and perks will be your liability and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned stipend, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable for you will be shared post your joining the training program.

10. Company Policies: You will be governed by the Company's policies, regulations, and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under the 'Policies' tab in your 'Service Platform Account' and/or the 'Applicant Training Program Handout' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. If you join the program from the 1st to the 15th of a month, you are entitled to get the leave credit for that month. If you join the program between the 16th to the end of the month, you are not entitled to the leave credit for that month. You will not be eligible for any other paid leaves during the Applicant Training Program.

12. Absence from duty: During the training program, if you take off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated as loss of pay days. You are expected to report to your department head on rejoining the duty after an absence and provide valid reasons for absence in writing before taking up training again. If you are absent from duty for more than 2* days (including paid and unpaid leaves/consecutive or cumulative), training will be discontinued due to automatic disqualification.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, needs to be read as 3 days, with no change to terms and conditions of Clause 11.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to disqualify your participation in the training program by giving you 48 hours' notice in writing, or by payment of 48 hours' stipend in lieu of such notice with or without cause. In the event you desire to opt-out of the training program, you will be required to give the Company 48 hours' notice in writing or 48 hours' stipend in lieu of such notice.

b) In the event of disqualification on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies or you are found to be absconding from the training program or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your disqualification will be immediate and without any notice or compensation.

c) In the event of your exit from the Training Program, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the corresponding stipend amount in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be a part of the training program of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your association with the Company.

d) Trainee Certificate will be provided only on completion of the training period. If the resignation is initiated by you or you have been relieved as part of the Absenteeism policy, for violating the company policies, or for disciplinary issues during the training, you will not receive the certificate.

14. Confidential Information: During the training program, you may come into possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your traineeship in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents, and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in the company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material, and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free rights in such intellectual property in perpetuity to the Company. You shall not assert any right, title, or interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep Indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention, and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your traineeship with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to a breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material, and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your training program, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit a breach of the terms of your traineeship or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your traineeship forthwith without notice or payment in lieu of notice and deduct from your stipend or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. During the course of your training, if you, at any time render yourself in inappropriate behavior/ conversation with the customer, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to initiate any disciplinary action including, but not limited to warning, suspension or disqualification your candidature forthwith without notice or payment in lieu of notice and deduct from your stipend or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

f. You will keep the Company informed of any change in your residential address, your family status, or any other personal particulars relevant to your traineeship, as and when the change occurs.

g. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the applicant training program by the Company. Your traineeship with the Company shall be contingent upon you executing the said agreement.

h. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.

i. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

j. This letter constitutes the complete understanding between you and the Company regarding the terms of your association with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your association. Any modification of this letter will be effective only if it is in writing, signed by both parties.

k. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your training contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter. We look forward to you joining the training program at the earliest. We are certain that as a participant of the training program, you will find challenge, satisfaction, and opportunity in your association with the Company.

You are requested to carry the below-mentioned documents on your joining date

1. Graduation Document
2. Pan Card
3. Aadhaar Card
4. Cancelled Cheque/Bank Statement/Bank Passbook
5. Passport Size Photograph

Details of the training program

The training program has two Stages:

Stage1 : Classroom Training Program (CRT)

Duration : 2 Weeks.

Location : Virtual

Post completion of 2 weeks, you will be assessed on various parameters. Only qualifying training participants will be moved to Stage 2 (OJT stage) of the program.

Stage 2 : 'On-the-job' Training (OJT)

Duration : 4 Weeks.

Location : Virtual

Post completion of 4 weeks, the training participants will be assessed on various parameters captured during 4 weeks. Only qualifying training participants will become eligible to be offered a role of BDA (Subject to approval from management). There will be additional performance incentives that will be applicable during the training program.

Please note that this invitation does not guarantee you a permanent employment at BYJU'S. The management reserves the sole right to take the decision.

Yours sincerely,

I have read and understood all the terms and conditions of the Applicant Training program

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

This is system generated offer letter and does not require an authorized signature.

Annexure

Business Development Associate - Inside Sales (BDA) Profile Details

Upon satisfying the conditions mentioned above, the offer for the role of BDA will be extended with a compensation of INR 8 LPA (5LPA fixed + 3LPA variable) for the role of BDA - Inside Sales.

Your work location after being offered the role of Business Development Associate (post successful clearance of the training program) would be Hyderabad, or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

If the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to rescind your offer in case the offer has been made or terminate employment if you have joined as an employee.

58

DCS-191910



12 Apr 2022

CH. Divya Sree

To

Cheepuru Divya Sree,
Hyderabad.

OFFER LETTER

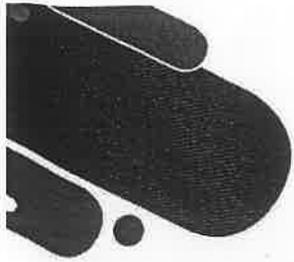
Dear Divya Sree ,

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of "Associate Engineer" at "Cloud4C Services Pvt. Ltd."

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. Your consolidated salary is Rs.3,00,000/- p.a., (Three Lakh Rupees Only) and other emoluments will be as per Appx 'A'.
2. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
3. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
4. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.

Strictly Confidential



60

6/5/2022
Hyderabad, Telangana

Chepuru Vinaykumar
8328596909
vinay080207@gmail.com

Ch. Vinay Kumar

Sub: "Employment with TuringMinds.ai"

Dear Chepuru Vinaykumar,

Congratulations! You have been selected as "ML Analyst" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10,667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "ML Analyst" with a minimum gross annual remuneration of INR 520,000 (Five Lakh Twenty Thousand Only). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

Wing A, 2nd Floor, Jyothi Imperial
Janardhana Hills, Gachibowli
Hyderabad - 500032

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is 11/5/2022. Your employment as ML Analyst will start from 30/6/2022. We look forward to having you onboard.

Sincerely

Sairam Chavali
Associate Director – Human Resources

I, Chepuru Vinaykumar, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: Ch. Vinaykumar

Date: 16.05.22

Full Name: Chepuru Vinaykumar



61

DCS-19 191919

Campus Recruitment Infosys BPM Ltd - Final Shortlist

1 message

BPM_CampusTeam <BPM_CampusTeam@infosys.com>

Mon, Apr 4, 2022 at 08:24

Dear Candidates,

Cr. Manasa

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the "final Shortlist".

Below documents are required at the time of joining (Not Now). (Joining's will happen after the final semester results - 6th Sem)

Sl No.	Documents Required	Type
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8	6th SEM EXAM	Internet Copy with Seal and Sign of Principal- After results
9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

1/2

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd



62

DCS-191926

Md. Rehana



Campus Recruitment Infosys BMP Ltd - Final Shortlist

1 message

BPM_CampusTeam <BPM_CampusTeam@infosys.com>

Mon, 4 Apr 2022 at 8:24 am

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

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Keep Checking Your mail for regular updates.

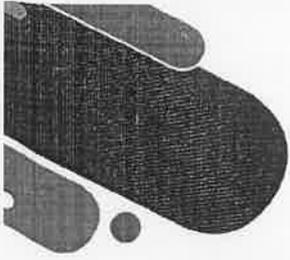
Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd

Infosys[®]
Navigate your next



63

6/5/2022
Hyderabad, Telangana

Gullapudi Dola Narasimha
7036847383
dolanarasimha@gmail.com

Cr. Rethamma

Sub: "Employment with TuringMinds.ai".

Dear Gullapudi Dola Narasimha,

Congratulations! You have been selected as "ML Analyst" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10,667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "ML Analyst" with a minimum gross annual remuneration of INR 520,000 (Five Lakh Twenty Thousand Only). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

Wing A, 2nd Floor, Jyothi Imperial
Janardhana Hills, Gachibowli
Hyderabad - 500032

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The deadline for completing joining process with TuringMinds is 11/5/2022. Your employment as ML Analyst will start from 30/6/2022. We look forward to having you onboard.

Sincerely

Sairam Chavali
Associate Director – Human Resources

I, Gullapudi Dola Narasimha, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: G. Dola Narasimha

Date: _____

Full Name: Gullapudi Dola Narasimha

(64)

DCS-191934

Muzdat Fathima



Campus Recruitment Infosys BPM Ltd - Final Shortlist

1 message

BPM_CampusTeam <BPM_CampusTeam@infosys.com>

Mon, 4 Apr 2022 at 8:24 am

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

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8	6th SEM EXAM	Internet Copy with Seal and Sign of Principal- After results
9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)



65

DCS-191936

J. Lokesh

Campus Recruitment Infosys BMP Ltd - Final Shortlist

1 message

BPM_CampusTeam <BPM_CampusTeam@infosys.com>

Mon, 4 Apr 2022 at 8:24 am

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (Not Now). (Joining's will happen after the final semester results - 6th Sem)

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Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd

Infosys[®]
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Let's Solve

Nov 23, 2022

Ref.No.LTI / HR / 205RB / 10714286

66

K. V. Lakshmi
(191945)

DCS-191945

Name : Karri Lakshmi
LTI - Location : LTI - Bengaluru Whitefield

Dear Karri Lakshmi,

CONFIRMATION OF YOUR APPOINTMENT

With reference to your appointment letter released to you at the time of joining LTI, we are pleased to confirm your appointment with us with effect from Nov 23, 2022 on the following terms and conditions:

1. TRACK, GRADE, DESIGNATION

CAREER TRACK : Specialized Track -Technology/Domain
GRADE : P1
DESIGNATION : Software Engineer

2. You shall be eligible for next increment cycle based on the following cut-off dates, based on organizational guidelines.

- a. July Cycle, if confirmed by 31st March of current year
- b. January Cycle, if confirmed by 30th September of preceding year

Please refer attached Salary Card for the details. Other terms and conditions of your employment will remain the same as mentioned in your appointment letter.

We look forward to your valuable contributions and wish you the very best for a rewarding career with the organization.

Yours faithfully,
For Larsen and Toubro Infotech Ltd.

Raaman V S
Associate Director - HR Shared Services

LTI Confidential



A Larsen & Toubro
Group Company

Registered Office : L&T House, Ballard Estate, Mumbai 400 001, India
www.Lntinfotech.com | E-mail: info@Lntinfotech.com | CIN: L72900MH1996PLC104693

Salary Card

Name : Karri Lakshmi

Date : Nov 23, 2022

P.S.No. : 10714286

BU : Repurpose Bench

Grade : P1

Location : LTI - Bengaluru Whitefield

-	<u>Rs. (p.a.)</u>	<u>Rs. (p.m.)</u>
Monthly Remuneration		
Basic		15,000
Bouquet of Benefits (BoB)		6,015
Bonus		1,750
A. Base Salary	273,180	22,765
Annual Incentive	-	
B. Total Variable	-	
C. Total Target Cash (TTC) (A+B)	273,180	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	12,929	
D. Retiral and other Benefits	43,193	
Cost To Company (CTC) (C+D)	316,373	

Bonus :

-This amount is inclusive of bonus payable, if any, under the Payment of Bonus Act (1965), including any amendments thereto.

Medical Insurance :

-The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (upto 25 years of age) for maximum amount of Rs. 3,00,000 / - p.a.

-Employees will not be eligible for any other assistance towards Domiciliary Treatment other than the medical allowances.

Name : Karri Lakshmi

P.S. No. : 10714286

Notes:

- Basic will be reckoned for PF, Gratuity and Leave Encashment as per rules.
- The PF amount shown is the Employers contribution. An equal amount will be deducted as Employees contribution.
- The eligibility for payment of Gratuity is a minimum of five years of service in the Company.
- Employees on overseas deputation will be paid only those allowances as mentioned in Overseas Deputation Note.
- Following are the components applicable to you under Bouquet of Benefits

Components	Limits	Remarks
House Rent Allowance (PM)	10%-50% of Basic	Mandatory
Conveyance Allowance (PM)	Rs. 1600/-	Optional
Medical Allowance (PM)	Rs. 1250/-	Optional
Education Allowance (PM)	Rs. 200/-	Optional
Meal Allowance (PM)	Rs. 1100/- OR Rs.2200/-	Optional
Leave Travel Allowance (PA)	Rs. 15,000/-	Optional
Hostel expenditure (Rs.300/- p.m. per child, maximum up to 2 children)	Rs. 600/-	Optional

* Balance amount under BoB will be paid as Adhoc Allowance per month and will be fully taxable.

You are required to declare your options under BoB in the SSC Portal. The guidelines relating to BoB are available under HR Policies.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.
- Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.
- In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

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DCS-191945

K. Venkata Lakshmi

Date: March 11, 2022
Ref: LTI/HR/Campus/NE6/2022
Name: Karri Venkata Lakshmi
College: Andhra Loyola college

OFFER OF EMPLOYMENT

Dear Karri Venkata Lakshmi,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period, your CTC including all benefits will be **Rs.3,14,000/-** as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

In the event that the compensation package requires restructuring in order to comply with the proposed Code on Social Security, 2020, your compensation will be restructured in a manner that will be cost neutral for the Company.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

ANNEXURE-1

Name : Karri Venkata Lakshmi		Date : March 11, 2022
Salary Grade : AT1		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		6,015
Bonus		1,750
A. Base Salary (PA)	273,180	22,765
Annual Incentive	0	
B. Total Variable (PA)	0	
C. Total Target Cash (A+B)	273,180	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	10,556	
D. Retirals & Other Benefits	40,820	
Cost to Company (CTC) C+D	314,000	

ANNEXURE-2

Eligibility Criteria for Non-Engineering Candidates - Year2022 Batch		
Qualification	BSC,BCA,BCS,BBA (CA, CS, CB, DC)	Diploma
Branches:	Computer Science/Information Technology/Information science and Electronics	
Age Criteria: As on 1st July of Passing year (2022)	Less than 23 years	Age >= 18 years and less than 21 years
Academic Gap:	Academic gap allowed <u>only after the completion</u> of the entire course i.e after SSC/after HSC or Diploma. No Year drop allowed.	
Course must complete in:	3 Years	
SSC, HSC Percentage / CGPA:	50% & Above OR Equivalent CGPA	
	NOTE: • SSC/HSC should have cleared in FIRST ATTEMPT only. • Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. • For candidates pursuing HSC and Diploma(both), marks scored in the Diploma course will be taken into consideration	
Diploma/Graduation Percentage/CGPA:	Aggregate of 60% & Above <u>OR</u> Equivalent CGPA	
	• For the interview process, an aggregate of 60% & above <u>till the results of the last conducted examination</u> will be considered. • Aggregate of 60% & above or equivalent CGPA <u>must be obtained</u> after declaration of final semester results	
	• Includes aggregate of all semesters AND all appeared subjects (irrespective of the University rule)	
	• Conversion from CGPA into Percentage must be calculated as per your respective University norms • Provisional/Passing Certificate must state First Class	
Re-attempts/ATKTs /Backlogs/Arrears (Diploma, Graduation)	• No active/live backlogs allowed during the interview process • All backlogs (if any) must be cleared <u>with the final semester exams</u> . • All final semester subjects must be attempted and cleared in the First Attempt (No Re-attempts/ATKTs/Backlogs/Arrears allowed in the final semester of any course) • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course. • Any pending Re-attempts/ATKTs/Backlogs/Arrears <u>in the current course</u> (obtained after the interview process) <u>must be attempted and cleared with the final semester examinations</u>	
Nature of Course:	All Full Time courses Only	
Year of Passing:	2022 SUMMER Pass outs Only	
Citizenship:	Resident Indian Citizens Only	
Your College/Institution MUST be:	UGC / AICTE /State Board Approved ONLY	
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence	
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS	
Training phase:	The period of training (classroom/virtual) and the subsequent technology tracks assigned for training are purely subjected to the business requirements. Non-performance during training/on the job phase is subjected to separation from the organization	
Eligibility for Maternity Leave:	As per the Maternity Benefit Act, 1961, employee would be entitled for maternity leave if she has worked for a minimum of 80 days in the organization in the twelve months immediately preceding the date of her expected date of delivery	

68

DCS-191950

R. Jyothi



Campus Recruitment Infosys BPM Ltd - Final Shortlist

1 message

BPM_CampusTeam <BPM_CampusTeam@infosys.com>

Mon, 4 Apr 2022 at 8:24 am

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

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Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd

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69

DCS-191952

TuringMinds. Ai

a Soothsayer Analytics Company

6/5/2022
Hyderabad, Telangana

Y. Ajay Naidu

Yetcherla Ajay Naidu
9912088376
ajaynaidu962432@gmail.com

Sub: "Employment with TuringMinds.ai"

Dear Yetcherla Ajay Naidu,

Congratulations! You have been selected as "**ML Analyst**" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10,667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "ML Analyst" with a minimum gross annual remuneration of INR 520,000 (**Five Lakh Twenty Thousand Only**). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

**Wing A, 2nd Floor, Jyothi Imperial
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Hyderabad - 500032**

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is 11/5/2022. Your employment as ML Analyst will start from 30/6/2022. We look forward to having you onboard.

Sincerely

Sairam Chavali
Associate Director – Human Resources

I, Yetcherla Ajay Naidu, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: Y. Ajay Naidu

Date: 16/05/2022

Full Name: Yetcherla Ajay Naidu

70

DCS-191957

G. Divya

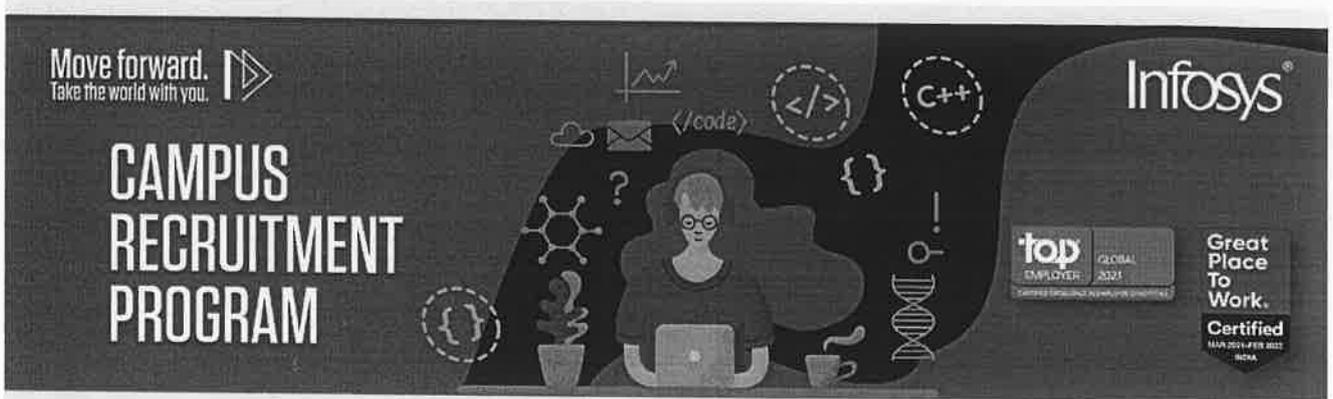
M

Infosys Campus Recruitment Program: Congratulations, you have a job offer

1 message

Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Wed, May 18, 2022 at 1:53 PM



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for Systems Associate role. The compensation for this role is INR 2.2 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

71

DCS-191957

G. Divya



Campus Recruitment Infosys BPM Ltd - Final Shortlist

1 message

BPM_CampusTeam <BPM_CampusTeam@infosys.com>

Mon, Apr 4, 2022 at 8:24 AM

Dear Candidates,

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Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd

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72

DML-192103

2/2/22, 6:45 AM

https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=WILP_Enrollment_Letter_Template_2022&user...



February 2, 2022

T. Mallikarjun

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Mallikarjun Thripuraboina,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shallen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of

relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs.1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

- i. You will be enrolled for M-Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioral skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

POST CONVERSION DETAILS

Post successful completion of your course and conversion to full time employment, you will be part of the Campus Program which has a special bonus and aided career path. Please find below the compensation and bonus plan as part of the program which will be effective from your joining date with Wipro as a full time employee.

Your compensation post successful completion of your course and joining as a full time employee will be Rs.6,00,000 per annum. In addition to the mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of Year 1	1,00,000 – 1,50,000
End of Year 2	1,00,000 – 1,50,000
End of Year 3	1,00,000 – 1,50,000

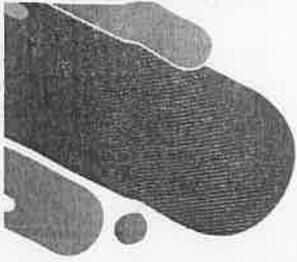
Please note the terms and conditions:

1. The special bonus is subject to
 - you being "active" in the services of the company through to retention date as applicable
 - your employment has not been terminated for poor performance or for cause prior to retention date
 - you have not resigned voluntarily or abandoned your job as of the retention date
2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.
3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 3 tranches of bonus payouts
4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy
5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.
6. You shall keep the contents of this letter confidential

Note: The above shall be applicable on successful completion of your course and will be effective from your joining date with Wipro as a full time employee.

ANNEXURE – V

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee



73

DML-192109

TuringMinds.ai

a Soothsayer Analytics Company

6/5/2022
Hyderabad, Telangana

Mediseti Swarna Priyanka
9121412029
priyankamediseti09@gmail.com

M. Swarna Priyanka

Sub: "Employment with TuringMinds.ai".

Dear Mediseti Swarna Priyanka,

Congratulations! You have been selected as "ML Analyst" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10,667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "ML Analyst" with a minimum gross annual remuneration of INR 520,000 (Five Lakh Twenty Thousand Only). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

Wing A, 2nd Floor, Jyothi Imperial
Janardhana Hills, Gachibowli
Hyderabad - 500032

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is 11/5/2022. Your employment as ML Analyst will start from 30/6/2022. We look forward to having you onboard.

Sincerely

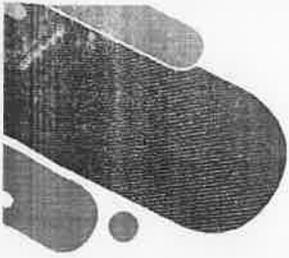
Sairam Chavali
Associate Director – Human Resources

I, Mediseti Swarna Priyanka, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: _____

Date: _____

Full Name: Mediseti Swarna Priyanka



74

DML-192114

TuringMinds.ai

a Soothsayer Analytics Company

6/5/2022
Hyderabad, Telangana

Rangavajhula Pranav
9951948200
pranavrangavajhula18@gmail.com

R. PRANAV

Sub: "Employment with TuringMinds.ai".

Dear Rangavajhula Pranav,

Congratulations! You have been selected as "ML Analyst" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10,667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
2. You shall complete the 9-month pre-employment training satisfactorily (refer to Annexure B and Annexure C)

On fulfilling both the conditions, you would be confirmed as "ML Analyst" with a minimum gross annual remuneration of INR 520,000 (Five Lakh Twenty Thousand Only). The details of the offer are in Annexure A. Details pertaining to your specialization and training are provided in Annexure B and Annexure C. Also, if any discrepancies were to be found in the details furnished by you, we may have the option to review our offer. Please note that your Location of work is going to be

Wing A, 2nd Floor, Jyothi Imperial
Janardhana Hills, Gachibowli
Hyderabad - 500032

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The deadline for completing joining process with TuringMinds is 11/5/2022. Your employment as ML Analyst will start from 30/6/2022. We look forward to having you onboard.

Sincerely

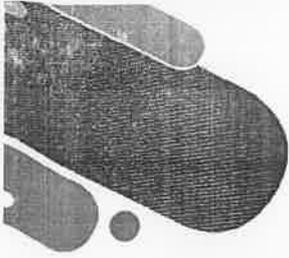
Sairam Chavali
Associate Director – Human Resources

I, Rangavajhula Pranav, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: _____

Date: _____

Full Name: Rangavajhula Pranav



75

DML-192122
TuringMinds. Ai
a Soothsayer Analytics Company

6/5/2022
Hyderabad, Telangana

G. Ramya Sahithi

G. Ramya Sahithi
7569977284
ramyasahithi36@gmail.com

Sub: "Employment with TuringMinds.ai".

Dear G. Ramya Sahithi,

Congratulations! You have been selected as "ML Analyst" with TuringMinds.ai. During the training period (for the first 9 months), you will be paid a stipend of INR 10,667 per month.

During the training period, you must fulfill the following conditions

1. You shall complete your under-graduate degree with a score greater than 60% and in the stipulated time frame; and
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Wing A, 2nd Floor, Jyothi Imperial
Janardhana Hills, Gachibowli
Hyderabad - 500032

As a TuringMinds employee, you will be expected to abide by all TuringMinds's policies and procedures, sign and comply with TuringMinds's Non-Disclosure Agreement. You warrant that your employment will not violate any agreements, obligations or understanding that you may have with any third-party or your prior employer(s).

The deadline for completing joining process with TuringMinds is 11/5/2022. Your employment as ML Analyst will start from 30/6/2022. We look forward to having you onboard.

Sincerely

Sairam Chavali
Associate Director – Human Resources

I, G. Ramya Sahithi, accept the offer of employment with TuringMinds based on the terms described in the offer letter.

Sign: _____

Date: _____

Full Name: G. Ramya Sahithi

+91 81210 19111

www.TuringMinds.ai

info@turingminds.ai

Block A, 2nd Floor, Jyothi Imperial, Janardhana Hills, Gachibowli, Hyderabad – 500032

9:17

DML-192157
14.0 KB/S LTE 66%

76



v.vava (account)

Campus Recruitment Infosys BMP Ltd - Final Shortlist

Inbox



BPM_CampusTeam 8:24 AM

to v



Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results - 6th Sem)

Sl No.	Documents Required	Type
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9:17

14.0 KB/S 4G 66%

77



K-Saloni

Campus Recruitment Infosys BMP Ltd - Final Shortlist

Inbox



BPM_CampusTeam 8:24 AM

to v



Dear Candidates,

Greetings from Infosys BPM Ltd!!

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Sl No.	Documents Required	Type
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77



Campus Recruitment Infosys ~~BMP~~ Ltd - Final Shortlist Inbox



BPM_CampusTeam Apr 4

to v



Salami
192166

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the "final Shortlist".

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results - 6th Sem)

Sl No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy
2	12th Marksheet	Original Required & Scan Copy
3	1st SEM Marksheet	Original Required & Scan Copy
4	2nd SEM Marksheet	Original Required & Scan Copy
5	3rd SEM Marksheet	Original Required & Scan Copy
6	4th SEM Marksheet	Original Required & Scan Copy
7	5th SEM Marksheet	Original Required & Scan Copy



Sl No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy
2	12th Marksheet	Original Required & Scan Copy
3	1st SEM Marksheet	Original Required & Scan Copy
4	2nd SEM Marksheet	Original Required & Scan Copy
5	3rd SEM Marksheet	Original Required & Scan Copy
6	4th SEM Marksheet	Original Required & Scan Copy
7	5th SEM Marksheet	Original Required & Scan Copy
8	6th SEM EXAM	Internet Copy with Seal and Sign of Principal- After results
9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campos Recruitment Team



78

DPM-194104

J. Bonarjy

Campus Recruitment Infosys BMP Ltd - Final Shortlist

5 messages

BPM_CampusTeam <BPM_CampusTeam@infosys.com>

Mon, 4 Apr 2022 at 8:24 am

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

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2	12th Marksheet	Original Required & Scan Copy
3	1st SEM Marksheet	Original Required & Scan Copy
4	2nd SEM Marksheet	Original Required & Scan Copy
5	3rd SEM Marksheet	Original Required & Scan Copy
6	4th SEM Marksheet	Original Required & Scan Copy
7	5th SEM Marksheet	Original Required & Scan Copy
8	6th SEM EXAM	Internet Copy with Seal and Sign of Principal- After results
9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd

Infosys[®]

Navigate your next



79

DPM-16

194116

B. Madhuri

Campus Recruitment Infosys BMP Ltd - Final Shortlist

1 message

BPM_CampusTeam <BPM_CampusTeam@infosys.com>

Mon, 4 Apr, 2022 at 8:24 am

Dear Candidates,

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2	12th Marksheet	Original Required & Scan Copy
3	1st SEM Marksheet	Original Required & Scan Copy
4	2nd SEM Marksheet	Original Required & Scan Copy
5	3rd SEM Marksheet	Original Required & Scan Copy
6	4th SEM Marksheet	Original Required & Scan Copy
7	5th SEM Marksheet	Original Required & Scan Copy
8	6th SEM EXAM	Internet Copy with Seal and Sign of Principal- After results
9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

5/27/2022

Gmail - Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent



80

DPM-194123
sairam netcafe <sairamnetcafe299@gmail.com>

Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

Harish <harishdharanikota19@gmail.com>
To: "sairamnetcafe299@gmail.com" <sairamnetcafe299@gmail.com>

Fri, May 27, 2022 at 9:40

D. Harish

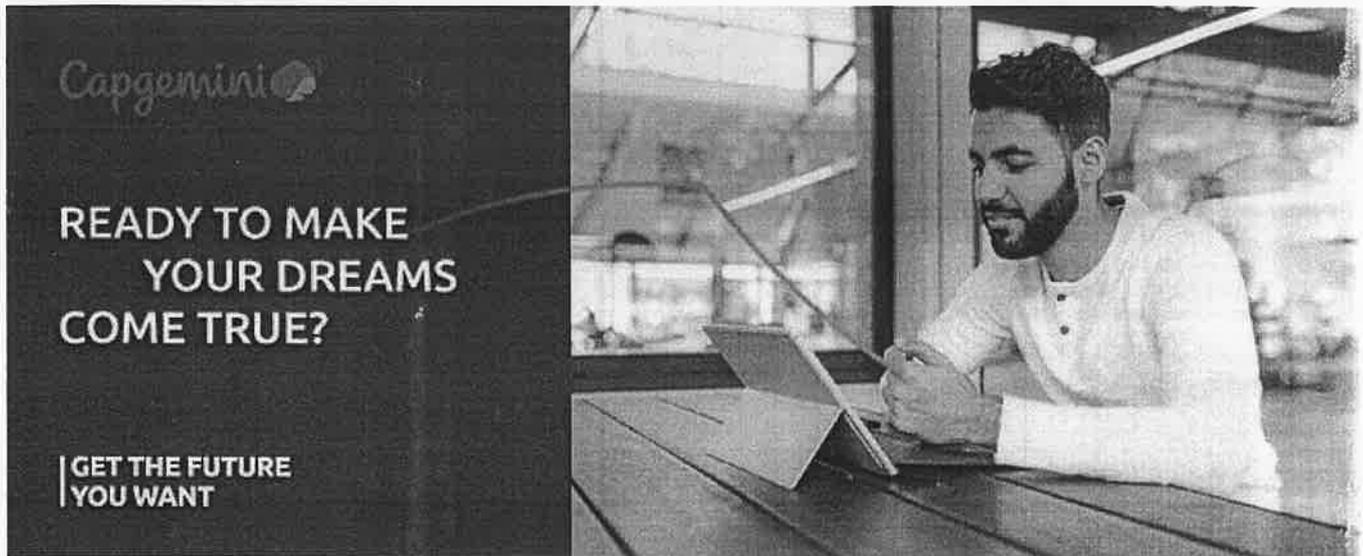
----- Forwarded message -----

From: **Capgemini via Superset** <notifications@email.joinsuperset.com>

Date: Thu, Apr 7, 2022, 16:55

Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: <harishdharanikota19@gmail.com>



Most Ethical Company - Eight times in a row



We're highly- rated on Glassdoor



Capgemini Research Institute ranked #1



Our gender balance initiatives



Our global client stories

Dear Harish Dharanikota,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Apr 15, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)

5/27/2022

Gmail - Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Latera entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follow : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

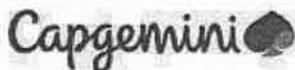
Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to havin you onboard soon!

Love your career. Ace your career at Capgemini.

University Hiring & Relations Team

[Go to Offer Page](#)



Stay Connected. Stay Updated.



[Click here to view the recruitment disclaimer.](#)

[To view our candidate privacy notification please click here](#)

The information contained in this message is strictly internal and confidential.
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Campus Recruitment Infosys

BMP Ltd - Final Shortlist Inbox



BPM_CampusTeam 4 Apr

to



Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**) (Joining's will happen after the final semester results - 6th Sem)

Sl No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy
2	12th Marksheet	Original Required & Scan Copy
		Original

DPM-19412

26

G. Harish
Kumar

81

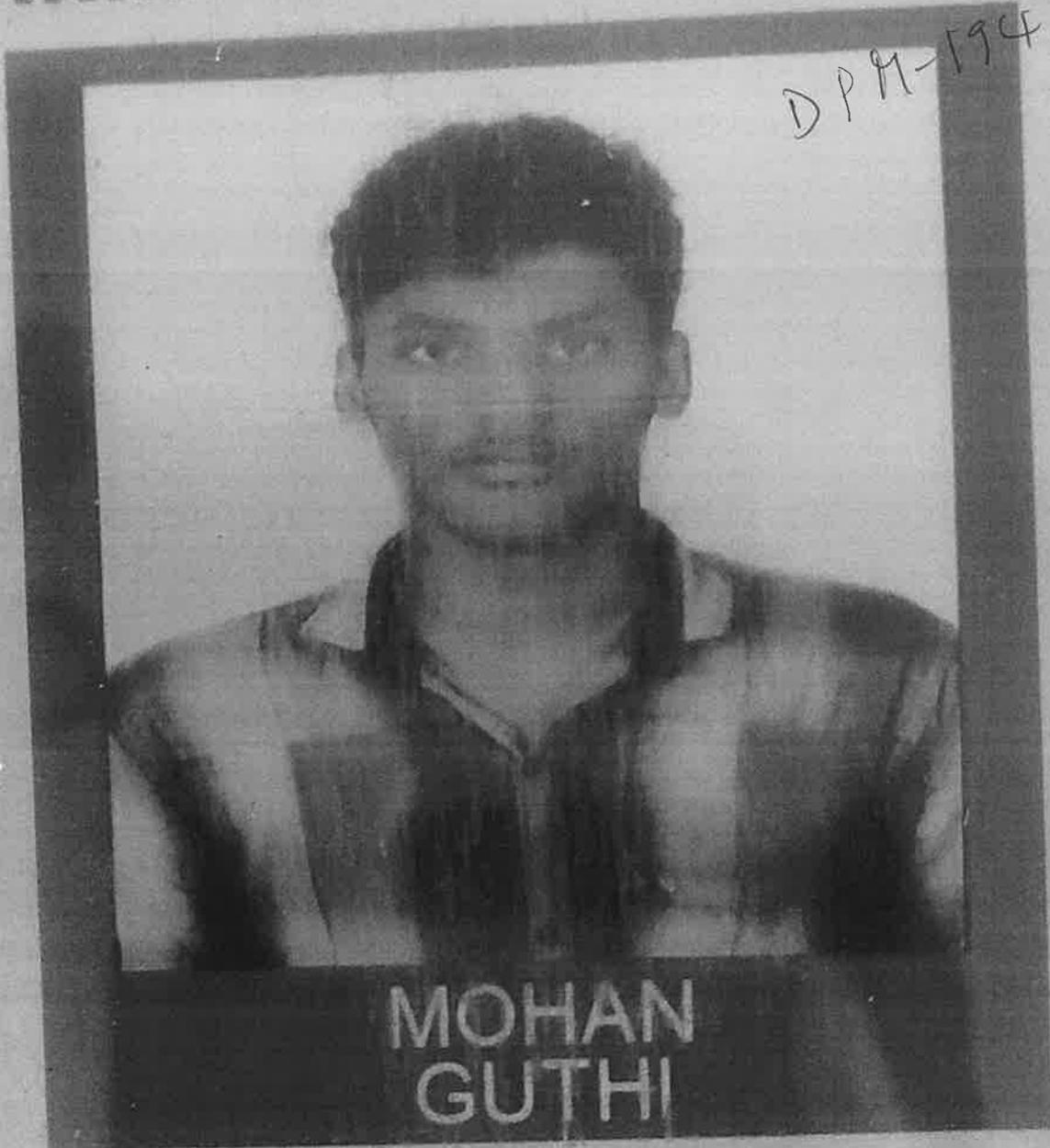
✓
✓
(82)



G. Mohan Chaitanya
194135

TATA CONSULTANCY SERVICES

DPM-194135



Card No 705255
Associate No 2304467

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



Offer: Computer Consultancy
Ref: TCSL/DT20218768850/Chennai
Date: 04/02/2022

Mr. Mohan Chaitanya Guthi
77-51/1/A-14aShanathi Nagar,
Near Pipul Road,
Vijayawada-520015,
Andhra Pradesh.
Tel# 91-6305661877

Dear Mohan Chaitanya Guthi,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential

TCSL/DT20218768850

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Line: 1800 209 3311 Email: careers@tcs.com

Scanned with CamScanner



BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹3,180/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

G. Mohan Chaitany
TCS Confidential

TCSL/DT20218768850

2

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Line: 1200 209 3111 Email: careers@tcs.com

9:17

14.0 KB/s 4G 66%

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DPM-194138



T Sri Divya Sri

Campus Recruitment Infosys

BMP Ltd - Final Shortlist

Inbox



BPM_CampusTeam 8:24 AM

to v



Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the "final Shortlist".

Below documents are required at the time of joining (Not Now). (Joining's will happen after the final semester results - 6th Sem)

Sl No.	Documents Required	Type
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84



March 21, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440266

DPM-194139

M. Sabi Priya

Dear Mulagani Priya,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee - Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee - Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or 'Company').

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shalini
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain M-Tech degree from one of the premier engineering institution / University upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic

https://wipro.icrms.com/forms?module=Forms&action=showForm&view=htm&form=WILP_Enrolment_Letter_Template_2022&user=2366314281 1/10

3/21/22 8:07 PM https://wipro.icrms.com/forms?module=Forms&action=showForm&view=htm&form=WILP_Enrolment_Letter_Template_2022

program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee - Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of Rs.12,00,000/- . You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of Rs.14, 00,000/- . This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

85

DPM-194147

Accenture Solutions Private Limited

K. Meghana

I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture or its representative. I hereby release all persons from liability on account of such disclosure.

Data Privacy Notice

I understand that:

Accenture collects my personal data for the purpose of verifying my background in connection with my employment or application for employment, specifically to determine eligibility for employment and/or to meet Accenture's contractual relationships with certain clients who may require additional background checks to be performed. Accenture shall not use my personal data for purposes that are incompatible with the purposes listed in this notice and Accenture's Privacy Statement unless it is required or authorized by law.

Accenture will collect information relating to my identity, which may include (to the extent applicable law allows) details regarding my:

- contact details
- professional standing
- work history
- educational history
- professional qualifications
- criminal records

Accenture collects the personal data that I provided during the recruitment process. Accenture will receive information about me from other sources, such as education institutions, prior employers, and background checks service providers.

Accenture will process my personal data on the following legal basis:

- for legitimate business purposes
- for the establishment, exercise or defense of legal claims or proceedings.
- upon my consent, where applicable
- to comply with legal and regulatory obligations, as applicable

Within Accenture, only those with a need to know will have access to the results of my background check report. Accenture may also provide my personal data to third parties to carry out the research and verification or where required in the context of a client engagement. All such third parties are subject to contractual obligations in relation to the processing of my personal data and access to my background check report will be limited to those personnel with a need to know.

As a global organization, my personal data may be transferred to other Accenture offices in Accenture's worldwide organization. Accenture has put in place adequate measures such as standard contractual clauses, inter-company agreements or binding corporate rules to protect my information during any transfers of my personal to other Accenture offices from within India to outside India (cross-border transfers).

My rights (in the circumstances and under the conditions, and subject to the exceptions, set out in applicable law) are as follows:

- request access to, including a copy of, my personal data;
- request rectification of my personal data;
- request the erasure of my personal data;
- object to the processing of my personal data;
- request the restriction of the processing of my personal data;
- to withdraw my consent to the processing of my personal data at any time by Accenture. This will not affect the right to process personal data obtained prior to the withdrawal of my consent, or its right to continue parts of the processing based on other legal bases than consent.

Certain personal data may be exempt from the above-mentioned rights pursuant to applicable data protection or other laws and regulations.

Any further questions or concerns regarding how Accenture processes my personal data, or if I wish to exercise any of your foregoing rights, I shall contact the Accenture data protection officer at dataprivacyofficer@accenture.com. If I believe that my data protection rights have been violated, I have the right at all times to lodge a complaint with a supervisory authority, either in the country where I live, the country where I work or the country where I deem that data protection law has been infringed.

Signature

: K. Meghana

Full Name in Capitals:

KATTA MEGHANA

Date

:

Note instruction: You can either download, manually sign, scan and upload the document or choose to download, e-sign and upload.

86

DPM-194149

Y. V. Immay



Campus Recruitment Infosys BMP Ltd - Final Shortlist

1 message

BPM_CampusTeam <BPM_CampusTeam@infosys.com>

Mon, Apr 4, 2022 at 8:24 AM

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results – 6th Sem)

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11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)



86

194149



Vinay

Campus Recruitment Infosys

BMP Ltd - Final Shortlist



Add label



BPM_CampusTeam Apr 4

to



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Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd

Infosys®



87

DPM194158



March 21, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Jamandlamudi Sandeep,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

Aparna Shallen
General Manager - Human Resources

Endorsement

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Terms & Conditions of Scholarship**1. PROFILE:**

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In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

88

DPM-194159

B. pavan kalyan



Campus Recruitment Infosys BPM Ltd - Final Shortlist

1 message

BPM_CampusTeam <BPM_CampusTeam@infosys.com>

Mon, Apr 4, 2022 at 8:24 AM

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11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd

Infosys[®]

Navigate your next

Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

Giridhar Sai <giridhar91540@gmail.com>
To: colorprintouts@gmail.com

Fri, May 27, 2022 at 12:53 PM

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, Apr 4, 2022, 08:24
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

N. Giridhar Sai

Dear Candidates,

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Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd



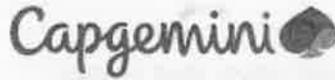
2 attachments

Infosys[®]
Navigate your next

image001.png
11K

Infosys[®]
Navigate your next

image001.png
11K



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

90

DEC - 192909

S. Appanna Sai

Superset ID: 2000370

Letter of Intent ("LOI")

Dear Sidda Sai,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A3 with Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

ANNEXURE 1

Sidda Sai
Associate and A3

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will continue at **INR 2,75,000/- (Rupees Two Lakh Seventy-Five Thousand only)**. On completion of 1 year of service from your date of joining, you will receive a fixed incentive of **INR 25,000 (Rupees Twenty-Five thousand only)**

Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

DEC - 192950

(91)



K. Jaswanth Vardhan

Offer: Computer Consultancy
Ref: TCSL/DT20218794251/Chennai
Date: 04/02/2022

Mr. Jaswanth Vardhan Kandala
Ff-4, Krishna Sai Residency Jammichettu Road,
Prasadampadu,
Vijayawada-521108,
Andhra Pradesh.
Tel# 91-8008665088

Dear Jaswanth Vardhan Kandala,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20218794251

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai-600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2525 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Service Line: 1800 209 2111 Email: careers@tcs.com



BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹3,180/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.



This Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

Loans

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

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

You will become a member of the TWT, on completion of continuous association of one year

92

DBA-195201

From: BPM_CampusTeam BPM_CampusTeam@infosys.com
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
Date: 04-Apr-2022 at 8:24:46 AM

To: Undisclosed recipients Undisclosed recipients;

V. Nagar Sai Kumar

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **“final Shortlist”**.

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Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd

Infosys

Navigate your next

Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

DBA 03 Sivasai <loyolite195203@gmail.com>
To: colorprintouts@gmail.com

Sat, May 28, 2022 at 8:42 AM

G. Venkatasai Siva Sai

DBA 03 sivasai

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, 4 Apr 2022, 8:24 am
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

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Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

DBA 03 Sivasai <loyolite195203@gmail.com>
To: colorprintouts@gmail.com

Sat, May 28, 2022 at 8:54 AM

M. Ritesh

DBA 03 sivasai

----- Forwarded message -----

From: **DBA04 Ritesh Maddala** <maddalaritesh@gmail.com>
Date: Sat, 28 May 2022, 8:51 am
Subject: Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To: loyolite195203@gmail.com <loyolite195203@gmail.com>

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
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95

DBA-195205

A. Sreepavan

Campus Recruitment Infosys BMP Ltd - Final Shortlist

1 message

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8	6th SEM EXAM	Internet Copy with Seal and Sign of Principal- After results
9	Bonafide Certificate/Study Certificate	Letter should be in your College Letter Head Format (original)
10	PAN CARD (Is a Must)	Please Apply Immediately
11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd

Infosys[®]
Navigate your next

Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

Bhavya Gonthupuli <gbhavya2123@gmail.com>
To: "colorprintouts@gmail.com" <colorprintouts@gmail.com>

Sat, May 28, 2022 at 9:38 AM

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, Apr 4, 2022, 08:24
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

G. Bhavya

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

Below documents are required at the time of joining (**Not Now**). (Joining's will happen after the final semester results – 6th Sem)

SI No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy
2	12th Marksheet	Original Required & Scan Copy
3	1st SEM Marksheet	Original Required & Scan Copy
4	2nd SEM Marksheet	Original Required & Scan Copy
5	3rd SEM Marksheet	Original Required & Scan Copy
6	4th SEM Marksheet	Original Required & Scan Copy
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11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.



DBA 22 Adil Ansari <ansariadil2512@gmail.com>

Campus Recruitment Infosys BPM Ltd - Final Shortlist

BPM_CampusTeam <BPM_CampusTeam@infosys.com>

4 April 2022 at 07:59

Dear Candidates,

97

A. Anagis Shank

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the "final Shortlist".

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11	AADHAR/DL/Passport/Voter ID (Any 2 Required)	Original Required (Scan Copy)

Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment TeamInfosys BPM Ltd

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DBA-195222



DBA 22 Adil Ansari <ansariadil2512@gmail.com>

Letter of Intent

Freddy Sahai <freddy.sahai@hcl.com>

23 May 2022 at 19:56

Classification: Internal

98

LETTER of INTENT

A. Ansari ShaiK

5/23/2022

ADIL ANSARI SHAIK

24/5, D-BLOCK, SIRI GARDENS, PEDDA CHERUKURU, NELLORE-524002

Dear ADIL,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** in our company.

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team with to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.



Pre onboarding
Refresher course.xlsx

We look forward to hearing from you. Should you have any query, please do not hesitate to contact Deepika.j@Hcl.com

Regards,

HCL – Talent Acquisition Team

::DISCLAIMER::

The contents of this e-mail and any attachment(s) are confidential and intended for the named recipient(s) only. E-mail transmission is not guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or may contain viruses in transmission. The e-mail and its contents (with or without referred errors) shall therefore not attach any liability on the originator or HCL or its affiliates. Views or opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

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99

DBA - 195 231

Campus Recruitment Infosys

BMP Ltd - Final Shortlist Inbox



B. Surendra



BPM_CampusTeam 4 Apr
to v



Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

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Sl No.	Documents Required	Type
1	10th Marksheet	Original Required & Scan Copy
2	12th Marksheet	Original Required & Scan Copy
3	1st SEM Marksheet	Original Required & Scan Copy



100

DBA-195232
FRIENDS STUDIO <colorprintouts@gmail.com>

Fwd: Campus Recruitment Infosys BPM Ltd - Final Shortlist

Tarun Kumar Velagadurthi <tarunkumar.velagadurthi@gmail.com>
To: colorprintouts@gmail.com

Sat, May 28, 2022 at 9:18 AM

V. Tarun Kumar

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, 4 Apr 2022, 8:24 am
Subject: Campus Recruitment Infosys BPM Ltd - Final Shortlist
To:

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

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Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards.

Campus Recruitment Team

Infosys BPM Ltd



2 attachments

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image001.png
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Infosys[®]

Navigate your next

image001.png
11K

101

DBA-195232

FRIENDS STUDIO <colorprintouts@gmail.com>

Fwd: Letter of Indent

1 message

Tarun kumar Velagadurthi <tarunkumar.velagadurthi@gmail.com>
To: colorprintouts@gmail.com

Sat, May 28, 2022 at 9:18 AM

V. Tarun (Kumar)

----- Forwarded message -----

From: **Freddy Sahai** <freddy.sahai@hcl.com>
Date: Mon, 23 May 2022, 7:55 pm
Subject: Letter of Indent
To:

Classification: **Internal**

LETTER of INTENT

5/23/2022

TARUN KUMAR VELAGADURTHI

D.NO6-3, NEAR MRO OFFICE, KALIDINDI, KALIDINDI MANDAL, ELURU DISTRICT-521344

Dear **TARUN**,

Congratulations! We are very pleased to inform you that basis your interview and discussions with us, we have shortlisted you for the position of **Analyst** in our company.

We are informing you about our intentions of hiring you for this position.

The final offer shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree and the minimum passing percentage/ grade/ rank/ class as determined by the Company.

Upon accepting this LOI, you will be provided access to self-study material in the investment banking world and prepare you for effective communication with some soft skill exercises as these are essential for your success in the professional world. Please go through the attachment of the course material shared with you which is self-explanatory.

Our training team will get in touch with you in batches and explain to you the objective of the whole exercise and help you with the approach of how to make the learning effective. At the end of the course, you will have an interaction with the training team with to help you to assess yourself and get you prepared for a successful career ahead.

You may note that this letter should neither be construed as an offer of employment from the Company nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.



We look forward to hearing from you. Should you have any query, please do not hesitate to contact Deepika.j@Hcl.com

Regards,

HCL – Talent Acquisition Team

::DISCLAIMER::

The contents of this e-mail and any attachment(s) are confidential and intended for the named recipient(s) only. E-mail transmission is not guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or may contain viruses in transmission. The e mail and its contents (with or without referred errors) shall therefore not attach any liability on the originator or HCL or its affiliates. Views or opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

3 attachments

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Pre onboarding
Refresher course.xlsx

image001.png
2K



Pre onboarding
Refresher course.xlsx

image001.png
2K



102

DBA-195232

FRIENDS STUDIO <colorprintouts@gmail.com>

Fwd: TCS BPS Hiring - Confirmation on Joining Date

1 message

Tarun kumar Velagadurthi <tarunkumar.velagadurthi@gmail.com>
To: colorprintouts@gmail.com

Sat, May 28, 2022 at 9:18 AM

V. Tarun Kumar

----- Forwarded message -----

From: careers@tcsion.com <careers@tcsion.com>
Date: Mon, 23 May 2022, 8:14 pm
Subject: TCS BPS Hiring - Confirmation on Joining Date
To: <tarunkumar.velagadurthi@gmail.com>

Dear Candidate,

Greetings from TATA Consultancy Services!

Hurray! You have successfully cleared all rounds of the TCS Interviews, and we look forward to bringing you onboard shortly.

We understand that you are currently either in the midst of your examinations/ or your examinations are soon approaching / or completed. So, hence wanted to understand your schedule for a smoother transition from Campus to Corporate.

We, request you to kindly fill the below questionnaire to help us plan your onboarding.

Last Date to submit response: 30-May-2022

"TCS does not charge any fee at any stage of the recruitment & selection process. TCS has not authorized any person / agency/partner to collect any fee for recruitment from candidates If at all you notice the above please bring it to our attention immediately"

Follow this link to the survey

<https://www.tcsion.com/FeedbackSolution/survey.do?yes=1&surveyKey=tjQrNVn6i50uYF5DzwPqduTnXGUZ3XWx2jaR4YYsZsU%3D&x=1>

OR

copy paste the URL below into your internet browser

<https://www.tcsion.com/FeedbackSolution/survey.do?yes=1&surveyKey=tjQrNVn6i50uYF5DzwPqduTnXGUZ3XWx2jaR4YYsZsU%3D&x=1>

Regards,

HR – Talent Acquisition Campus

103

DBA-195232

V. Tarun Kumar

LIFE GOALS. DONE.

BAJAJ Allianz

Bajaj Allianz Life Insurance Co. Ltd.

STRICTLY PRIVATE & CONFIDENTIAL

Date: April 25, 2022

Velagadurthi Tarun Kumar

S/O: Srinivas, 2-9-2, kondapallivari veedhi,
Kakinada, 533308

Subject: Offer Letter

Dear Velagadurthi Tarun ,

In reference to your application and subsequent discussions, we are pleased to offer you the position of Relationship Manager - Partnership Distribution, Institutional Business in Band GB2 A at Bajaj Allianz Life Insurance Company Limited (BALIC). .

1. You shall be based at Vijayawada .
2. You will report to Mohit Kumar Awasthi.
3. The proposed compensation details are attached in "Annexure A"

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization (if applicable). This letter is not to be construed as your appointment letter, which will be issued separately upon your joining

We would expect you to join latest by May 9, 2022. In the event of your not being able to join on or before the latest date mentioned, please intimate, failing which this offer will be deemed void. The Company, may, at its sole discretion, extend the period in writing

The offer of employment may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by BALIC as being suppressed by you.

You are required to submit acceptance email of the offer along with the below mentioned documents at least 48 hours prior to your date of joining.

- Copy of relieving letters of last to last company (In case you have spent less than 6 years in your current company).
- Copy of resignation acceptance / relieving letter of current company.

Thanks again for your interest in being employed with BALIC and we look forward to you joining our organization at the earliest.

For Bajaj Allianz Life Insurance Company Ltd.



Authorized Signatory

301035/171048/Velagadurthi Tarun Kumar/23245

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

ANNEXURE A: CTC Break Up

COMPENSATION BREAK UP SHEET

Date: April 25, 2022

Name:	Velagadurthi Tarun Kumar		
Department:	Partnership Distribution		
Designation:	Executive		
Band:	GB2 A		
Location Code:	Vijayawada	Location:	Vijayawada

S. No.	Components	Rs. Per Month	Rs. Per Annum
1	Fixed Basic	6,500.00	78,000.00
2	Minimum HRA	3,250.00	39,000.00
3	Statutory Bonus	1,300.00	15,600.00
4	Flexible Benefits	7,229.00	86,748.00
	Sub Total (A)	18,279.00	219,348.00
5	Company's Provident fund contribution	1,647.00	19,764.00
6	Gratuity as per the Act	313.00	3,756.00
7	E.S.I.C	594.00	7,128.00
	Sub Total (B)	2,554.00	30,648.00
	Total Fixed	20,833.00	249,996.00

Other Benefits:

1. Group Term Life Insurance: You will be covered by a life insurance cover, for a sum assured as per company policy. This cover remains only as long as you remain in the service of the Company as per company policy. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC. In addition to this, in case of accidental death the legal heir / nominee would be entitled to an additional death benefit.
2. Group Personal Accident: Under this policy, employees are covered for disability arising out of accidents. It compensates for the employee's loss of pay due to the disability. Death is not covered under this policy. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC.
3. You will be covered under the company group Medclaim policy. The company shall subsidize the annual premium to a limit of INR. 5,000 per annum. The balance amount, if any, shall be borne by you and recovered from your salary.
4. Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.
5. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

3010357171048/Velagadurthi Tarun Kumar/23245

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789
Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com
CIN: U66010PN2001PLC015959

LIFE GOALS. DONE.



Bajaj Allianz Life Insurance Co. Ltd.

6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

7. All future ex-gratia Variable pay/ Performance pay would include prospective/retrospectively increased or additional Statutory payments liable*to be paid by the Company because of changes in statutes. Also the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Cost to Company (CTC). Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ intimation. This is basis the fact that the CTC as mentioned in the offer letter is inclusive of all liability/ compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] unless specified otherwise in writing by the Company

8. If your employment is terminated by you for any reason prior to completion of 12 months of services, then you will pay back to the Company the entire joining expense incurred by the Company.

301035/17 1040/Vetagedurthi Tarun Kumar/22245

Bajaj Allianz Life Insurance Company Limited

Regd. Office Address: Bajaj Allianz House, Airport Road, Yerawada, Pune - 411006 | Tel: +91-20-66026777 | Fax: +91-20-66026789

Toll Free no.: 1800 209 7272 | Email: customercare@bajajallianz.co.in | Website: www.bajajallianzlife.com

CIN: U66010PN2001PLC015959



104

DBA-195242

loyola printouts <loyolaprintouts@gmail.com>

Fwd: Campus Recruitment Infosys BMP Ltd - Final Shortlist

1 message

Reddem Jagadeeshwar Reddy <jagadeeshwarreddy321@gmail.com>
To: loyolaprintouts@gmail.com

Sat, May 28, 2022 at 9:58 AM

----- Forwarded message -----

From: **BPM_CampusTeam** <BPM_CampusTeam@infosys.com>
Date: Mon, Apr 4, 2022, 08:24
Subject: Campus Recruitment Infosys BMP Ltd - Final Shortlist
To:

R. Jagadeeshwar Reddy

Dear Candidates,

Greetings from Infosys BPM Ltd!!

Congratulations..!!! on clearing all the rounds of Interview process conducted by Infosys BPM Ltd. Now you are the **"final Shortlist"**.

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Keep Checking Your mail for regular updates.

Do Not Reply to this mail.

Regards,

Campus Recruitment Team

Infosys BPM Ltd



2 attachments

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