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May 6, 2022

IBM India Private Limited  
Manyata Embassy Business Park,  
G2 Block, Nagwara Outer Ring Road,  
Bangalore - 560045, India.  
Tel : 91-80-49139999  
<http://www-07.ibm.com/in/careers/>

Dear Dudekula Karimulla

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.


We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

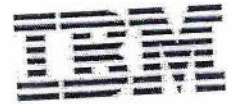
Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



IN\_152\_476372BR\_7942245

  
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NIMRA NAGAR,  
IBRAHIMPATNAM-521 456.  
VIJAYAWADA.



78

May 6, 2022  
IBM India Private Limited  
Manyata Embassy Business Park,  
G2 Block, Nagwara Outer Ring Road,  
Bangalore - 560045, India.  
Tel : 91-80-49139999  
<http://www-07.ibm.com/in/careers/>

Dear Dudekula Karimulla

We are pleased to offer you the position of Associate System Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

#### Acceptance and Commencement

Your appointment will be effective on your joining date, i.e. May 16, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to 11th floor, B6 Building, Survey No 66/1 Raidurga Village Serilingampalli Mandal, Divyashree Orion Campus, SEZ Campus, Ranga Reddy, Hyderabad, Telangana - 500032. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have any questions about your first day start paperwork, please send an email to [pronboar@in.ibm.com](mailto:pronboar@in.ibm.com).

If you have questions about your First Day Documentation, send an email to [eschoolhiring@in.ibm.com](mailto:eschoolhiring@in.ibm.com)

  
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Date: 20-Apr-2022

To

Yaswanth Krishna Chathala  
INDIA

16 batch,

NCEET

Dear Yaswanth Krishna Chathala,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as **JUNIOR ENGINEER** in the salary grade C subject to the following terms and conditions.

2.1. a) You should have completed/ complete the Degree which you pursued/ are now pursuing, without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Hyderabad (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Hyderabad will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during training period.

Mindtree Ltd  
RVCE Post, Mysore Road  
Bangalore 560 059

T + 91 80 6706 4000  
F + 91 80 6706 4100  
W www.mindtree.com

Candidate No. TN/80034569/22  
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**NIMRA COLLEGE OF ENGG. & TECH.,**  
**NIMRA NAGAR,**  
**IBRAHIMPATNAM-521 456,**  
**VIJAYAWADA.**

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17 batch

Strictly Private and Confidential

Date:03-Mar-2022

Seema Tahseen Shaik  
C10854870

39-8-20,Prasanth Appartment,T-1,Paidiah Street, Labbipet Vijayawada  
8212304243

Dear Seema Tahseen Shaik,

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 Center, India as per the below terms and conditions:

**Job Profile - Application Development Analyst**

**Management level - 11**


**Job Family Group - Software Engineering**




Please refer to:

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

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.

  
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Candidate's Signature

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

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

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

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

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

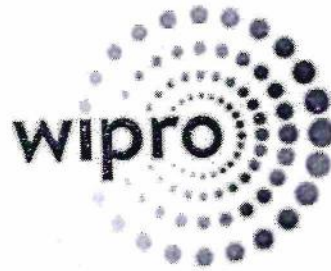
- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

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

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

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**APPOINTMENT LETTER**

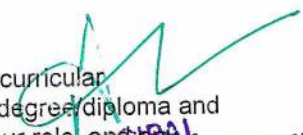
February 27, 2022

Dear Shaik Ahammed,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

**1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role and grade.

  
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other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

**2. Compensation:**


You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

**3. Other Benefits:**

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.

  
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**IBRAHIMPATNAM-521 455.**  
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- b. 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.
  - c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
    - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
    - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
    - iii. Any existing employee to become associated with, or perform services of any type for any third party.
  - d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

#### 6. Confidentiality:

- a. 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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer 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 the Company.

#### 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, 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.

#### 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or

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

**9. General:**

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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.
- d. Your appointment shall be treated as withdrawn in case:
  - i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
  - ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
  - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
  - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
  - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall

  
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withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

**10. Training Agreement:**

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least 12 months** commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to pay** to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

**11. Notice Period & Termination:**

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

**12. Pre Joining Program (PJP):**

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature 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 employment on the terms and conditions herein.

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**IBRAHIMPATNAM-521 456.**  
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11 5 32  
17231AD527  
ph: 6281224481

Offer: Computer Consultancy  
Ref: TCSL/DT20229963027/Lucknow  
Date: 24/02/2022

Ms. Kharima Shaik  
16-175-2Moulanager,  
Near Andhra Hospitals, Gollapudi,  
Vijayawada-521225,  
Andhra Pradesh.  
Tel# -

Dear Kharima Shaik,

**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.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- 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, it will be construed that you are not interested in this employment and 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, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). 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.

TCS Confidential  
TCSL/DT20229963027

**TATA CONSULTANCY SERVICES** PRINCIPAL  
Tata Consultancy Services Limited  
1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010  
Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Service Line: 1800 209 3717 Email: careers@tcs.com  
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## COMPENSATION AND BENEFITS

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **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 ₹5,914/- 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. 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.

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TCSL/DT20229963027

**TATA CONSULTANCY SERVICES**


Tata Consultancy Services Limited

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 001 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Web: [www.tcs.com](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

  
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NIRMA NAGAR,  
BRAHIMPATNAM-521 456.  
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Annexure 1

GROSS SALARY SHEET

Name	Kharima Shaik
Designation	Assistant System Engineer-Trainee
Institute Name	Nimra College Of Engineering & Technology - Ap

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>

# 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.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

\*\*\* 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.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

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Tata Consultancy Services  
1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226008 India  
Tel: 91 522 666 1001 Fax: 91 522 666 1001  
Registered Office Nirmal Building, 9th Floor, Naraina, New Delhi 110028  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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**VIJAYAWADA**

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# Wipro Offer Letter Inbox

 Wipro offer letter 2 days ago  
to me

February 18, 2022

Dear Shaik Ahammed,

Congratulations! We are pleased to offer you the position of **Project Engineer** 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 **15 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 offer letter at the earliest using a desktop/laptop.  
[Click to Complete](#)

#### Your Login Information:

Login Name: [shaikriyazahammed828@gmail.com](mailto:shaikriyazahammed828@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](mailto:manager.campus@wipro.com)

Thanks and Regards,  
Campus Offer Generation Team  
(Global Campus Hiring Team | Wipro Limited)

This message was sent to [shaikriyazahammed828@gmail.com](mailto:shaikriyazahammed828@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=770123708599&contactId=18648773>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

Reply

Reply all

Forward

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Shaik Riyaz

17231A0304

ph: 8897192272

wipro elite  
Bangalore.



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NIMRA NAGAR,  
IBRAHIMPATNAM-521 456,  
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8897119580

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20229616808/Trivandrum**  
**Date: 15/02/2022**

Mr. Sai Pratap Reddy Annam  
12/09Madhavaram,  
Eguva Kancharapali,  
Rayachoty-516269,  
Andhra Pradesh.  
Tel# 91-9966793136

Dear Sai Pratap Reddy Annam,

**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.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** 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, it will be construed that you are not interested in this employment and 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, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). 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.

TCS Confidential  
TCSL/DT20229616808

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO, Hyderabad  
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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NIMRA NAGAR,  
IBRAHIMPATNAM-521 456.  
VIJAYAWADA.

17231A0522  
Ph: 8555805881



**APPOINTMENT LETTER**

February 15, 2022

Dear SHAIK AFRIDI,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.


**1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

**2. Compensation:**

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

  
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**WIPRO NAGAR**  
**IBRAHIMPATNAM-521 456.**  
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relevant criteria.

### 3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](http://mywipro.wipro.com)

### 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

### 5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 your Business Unit Head.
- b. 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.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head to understand the Company's position on this and resolve the conflict.



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ph: 9703356251

Offer: Computer Consultancy  
Ref: TCSL/DT20219269228/Chennai  
Date: 11/02/2022

Ms. Shaik Moumeena  
50-4-54Kori Road Gunadala,  
Anjiniya Swami Temple,  
Vijayawada-520004,  
Andhra Pradesh.  
Tel# -

Dear Shaik Moumeena,

**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.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- 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, it will be construed that you are not interested in this employment and 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, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). 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.

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NIMRA COLLEGE OF ENGG. & TECH.,  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456.  
VIJAYAWADA.

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 138 Tamil Nadu India  
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com  
Registered Office Nirmai Building, 9th Floor, Nariman Point, Mumbai 400 045 India  
TCS Careers Serviceline: 1 800 309 3111 Email: careers@tcs.com



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## COMPENSATION AND BENEFITS

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **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 ₹5,914/- 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. 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.

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415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 146, Tamil Nadu India  
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com  
Registered Office: Nirma Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

**TATA CONSULTANCY SERVICES**

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## PERFORMANCE PAY

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. 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.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

## CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## 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.

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**TATA CONSULTANCY SERVICES LIMITED**  
Tata Consultancy Services Limited  
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 092, 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

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HR-SSC/Offer/21-22/293311

07-Feb-2022

Abdulla Shaik  
Guntur

Dear Abdulla,

We are pleased to offer you the position of **Jr. Customer Service Executive - Provisioning & Configuration Management** at **B1-1** band. Your base location will be **Chennai - Karuna** with effect from your joining date i.e. **17-Feb-2022**. In case you need to alter the joining date request you to contact your recruiter immediately and your new joining date will be updated in the Company records. You shall be able to self-generate the appointment letter post your joining (for original / new joining date).

The other terms and conditions of your employment shall be as per enclosed annexure(s) that form part of this offer letter.

**Mandatory Requirements:**

- Ensure to return a digital copy of this letter as an acceptance of the offer within 2 working days of receipt of the offer letter release it will automatically stand withdrawn in absence of completion of the following within the Offer Period.
- You will soon receive a notification from the onboarding system once you accept the offer to complete mandatory documentation online
- This offer of appointment is conditional to positive clearance of background and reference check. You will receive notification email with a link directly from our background screening partner to complete few details on their portal and upload documents.
- Ensure you complete your online Onboarding formalities within 2 days of the onboarding welcome notification received else your joining will get deferred.

**Induction Process** – As part of your joining activity you need to complete the Induction Program. You will be getting Induction invite from Global Onboarding team with the details of the schedule prior to your joining date.

Your point of contact for any recruitment related queries will be "Nishita Agnihotri". You can drop an e-mail at "Nishita.Agnihotri@contractor.tatacommunications.com".

We take this opportunity to welcome you to Tata Communications Transformation Services Limited and invite you to participate in the enriching experience of building a world-class organization.

**TATA COMMUNICATIONS**

Tata Communications Transformation Services Limited  
Regd. Office : Plot No.C-21 & C-36, G-Block, Bandra-Kurla Complex, Mumbai 400088  
Tel 91 22 66592000 Fax 91 22 66395162 email: aakhr@tatacommunications.com  
CIN No. U93090MH2006PLC165083 web site : tatacommunications-ts.com

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Your annualized compensation package will be INR 300000. Please find below a detailed breakup of your compensation.

Compensation Break-up	Annual Amount (INR)
Basic	180000
Annual Allowances	98400
Provident Fund	21600

*In view of the New Wage Code announced by the government, the compensation structure is likely to change in FY22. When the final rules are notified by the government, some of the items within OTE might increase/ decrease accordingly.*

The compensation being offered to you relates to the specific job position you are being offered in this letter. Please note that if, during the course of your employment with Tata Communications, you are offered and accept a different job role through the internal job transfer program or otherwise, the compensation associated with that job role may be different in amount and/or structure. You will be advised of any such difference at the time you are offered any other job role within Tata Communications.

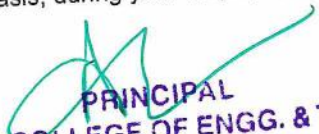
Gratuity: You are entitled to Gratuity Benefit which shall be payable upon separation as per the applicable provisions under the Payment of Gratuity Act (1972). The annual contribution towards gratuity benefit is not shown in compensation break-up.

Flexible Compensation Component: You have an option to choose the component from the defined list of benefits as per your requirement (subject to income tax and other applicable laws). Flexible compensation can be allocated under the following heads:

- Children's Education and Hostel Expense
- House Rent Allowance
- Leave Travel Assistance
- Vehicle Running Expenses
- Sodexo Meal Vouchers
- Professional Development Reimbursement
- National Pension Contributions
- Special Residual Allowance (SRA): Any amount lying unallocated from the flexible allowance after distribution across the components specified above will be paid as Special Residual Allowance.

Declaration of Flexible Compensation Components: In case date of joining falls between 1st - 15th of the month, salary will be processed in same month and employee will have the option to allocate Flexible compensation components during the period 5th -10th of the next month, and if the date of joining falls between 16th - 31st of a month, salary would be processed in the next month's payroll cycle and employee will have the option to declare Flexible components during the period 5th - 10th of the subsequent month after their salary is processed.

By accepting this offer letter, you also accept and agree to work in shifts, as per the requirement of the Organization/Projects, which will be intimated to you on time to time basis, during your employment with company.

  
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Kyndryl Solutions Private Limited  
(formerly known as Grand Ocean Managed Infrastructure Services  
Private Limited)  
CIN: U72900KA2021PTC142940  
No. 12, Subramanya Arcade,  
Bannerghatta Main Road  
Bangalore - 560029, India  
Phone: +91 80 63697722

# kyndryl

Dear Mastan Shaik,

16231A0413  
9666999477

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl as a Associate - Technical Engineer, 04G effective February 2, 2022. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.


We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

  
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**NIMRA NAGAR,**  
**IBRAHIMPATNAM-521 456.**  
**VIJAYAWADA**

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# kyndryl

January 22, 2022

Kyndryl Solutions Private Limited  
(formerly known as Grand Ocean Managed Infrastructure Services Private Limited)  
CIN: U72900KA2021PTC142940  
No. 12, Subramanya Arcade,  
Bannerghatta Main Road  
Bangalore - 560029, India  
Phone: +91 80 63697722

Dear Mastan Shaik,

The terms and conditions of your employment contract at KYNDRYL are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which KYNDRYL may, at its sole discretion, withdraw this offer of employment

### Acceptance and Commencement

Your appointment will be effective on your joining date, i.e February 2, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

You need to report at the Onboarding location on the joining date at 9:00 a.m. Please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date.

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding. This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation.
- Passport and Pan card- If you do not have Passport or Pan card you need to bring one of the following IDs.
  - o Voter ID card
  - o Driving Licence
  - o Aadhaar Card
  - o Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled, please the disability certificate as per the prescribed format, duly filled & signed.

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**NIMRA NAGAR,**  
**IBRAHIMPATNAM-521 456.**  
**VIJAYAWADA,**



BE YOURSELF,  
MAKE A DIFFERENCE.

accenture

16 batch cse.

Strictly Private and Confidential

Date:19-Jan-2022

Heenatha Hussin Shaik  
C10647310

D.NO:2-52,CHERUVU,VADESWAREM(VILLAGE),GUNTUR(DISTRIC)  
9581684549

Dear Heenatha Hussin Shaik,

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 Center, India as per the below terms and conditions:

Job Profile - Application Development Analyst

Management level - 11

Job Family Group - Software Engineering



Please refer to:

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

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

Version 6.2 Dec 2021

Reference Id: 3fd2e120-a14a-486e-89fa-99813d906c47\_1  
Mahesh Vasudeo Zurale

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NIMRA NAGAR,  
IBRAHIMPATNAM-521 456,  
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You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

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

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

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

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

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

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

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

  
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Candidate's Signature

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

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular 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.

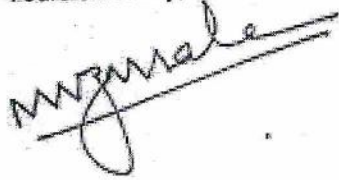
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Candidate's Signature

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to  
<http://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  
you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Center, India.

ACKNOWLEDGED AND AGREED:

NAME: SHAIK.HEENATHA HUSSIN  
DATE: 07/02/2022

ANNEXURE 1

**COMPENSATION & BENEFITS**

Annual Total Rewards structure as per the Company guidelines is:

Total Cash Compensation Elements	Annual (INR)
(A) Annual Fixed Compensation	5,75,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 21%)	1,20,750
Maximum Annual Total earning potential (A+B)	6,95,750
(C) Additional Notional Benefits	24,000
#(C) Gratuity as per law + Benefits	7,19,750
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	

**(A) Annual Fixed Compensation**

- Your annual fixed compensation is INR 5,75,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable. TDS is deducted as applicable from your Income.

**(B) Local Variable Bonus (LVB)**

- As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 21% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India 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 (C) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

  
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\* As defined by applicable law from time to time.

**Benefits applicable for current Company financial year:**

**In addition to your annual total cash compensation, effective your date of joining, you will be eligible for the following benefits, which will be governed by Company policy:**

1. Medical Insurance for self, spouse and 2 dependent children up to INR 300000/- per annum.
  - a. You have the option of availing Accenture negotiated rates to cover your parents, parent in-law and siblings up to INR 1000000/- & any additional child up to INR 500000/- 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 1000000/-. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments.
  - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
    - 10% of such claims for self, spouse and 2 dependent children
    - 20% of such claims for parents, parent in-law, siblings and additional children under the separate Insurance plan.
2. Personal Accident coverage for self, up to three times your annual fixed compensation.
  - a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 500000/-.

You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.
4. Gratuity as per The Payment of Gratuity Act, 1972.
5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

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

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

1. #(C) 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.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.


The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

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

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

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.

  
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**ANNEXURE II**

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do not the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of is necessary and if you are unable to do so this may delay submission of your PF contributions to the regula

  
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Date: December 28, 2021  
Ref: LTI/HR/Campus/EN1/2021  
Name: Mohammad Saleha  
College: Nimra college of engineering and technology

Saleha

17/514

PH: 9849836278

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**OFFER OF EMPLOYMENT**

Dear Mohammad Saleha,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Graduate Engineer Trainee

During the initial training period of 12 months, your CTC including all benefits will be Rs.3,52,637/- 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.

  
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**4. Background Verification**

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

**5. Service Agreement**

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

**6. Letter Acceptance**

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the CampBuzz Portal (<https://campbuzz.ltininfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice. According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,


For Larsen & Toubro Infotech Ltd.



Ashish Naik  
Associate Director -  
Talent Acquisition

I have read the letter and accept the same.

\_\_\_\_\_  
Signature and Date



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**IBRAHIMPATNAM-521 456.**  
**VIJAYAWADA.**



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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218421849/Chennai**  
**Date: 09/12/2021**

Mr. Abdul Rahman Syed  
Door No-76-16-64 Opposite Mamata Devi School Urmilanagar Bhavanipuram,  
Urmilanagar,  
Vijayawada-520012,  
Andhra Pradesh.  
Tel# 91-8247791837

Dear Abdul Rahman Syed,

**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.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- 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, it will be construed that you are not interested in this employment and 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, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). 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.

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TCSL/DT20218421849

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai-600 094  
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 025  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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**NIMRA NAGAR,**  
**IBRAHIMPATNAM-521 456.**  
**VIJAYAWADA.**



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## COMPENSATION AND BENEFITS

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **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 ₹5,914/- 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. 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.

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**TATA CONSULTANCY SERVICES** NIMRA NAGAR,  
BRAHIMPATNAM-521 456.

Tata Consultancy Services Limited  
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 097, 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	Abdul Rahman Syed
Designation	Assistant System Engineer-Trainee
Institute Name	Nimra College Of Engineering & Technology - Ap

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>

# 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.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

\*\*\* 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.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

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**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 114  
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

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03/12/2021

**AASIYAH BEGUM**

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456..

Dear Candidate.

Congratulations! we are pleased to confirm that you have been selected to work for Smart Innovations Pvt.Ltd. we are delighted to make you the following job offer:

The position we are offering you is that of **Electronic Engineer** with an annual cost to company of **Rs. 23000/-**. This position reports to HR Manager **Sirisha. D.**

We would like you to start work on 13/12/2021. Please report to **Sirisha.D** for documentation and orientation. If this date is not acceptable, please contact me immediately. On joining, you will be invited to our HR tool (XPayroll) in which you may require to upload your documents.

Please sign the enclosed copy of this letter and return it to me by 12/7/2021 to indicate your acceptance of this offer.


We are confident you will be able to make a significant contribution to the success of Smart Innovations Pvt.Ltd and look forward to working with you.



Sincerely.

Sirisha.D

Smart Innovations Pvt.Ltd

  
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NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA

# 16-77, 1 st floor, Opp SBI Bank, Sai baba Temple Lane,  
Dilsukhnagar, Hyderabad-500060.

Email: smart.hyd4@gmail.com

Tel: 040 48500077 401 0700530011

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Date: 02/12/2021.

To  
HUSSAIN BAIG

M. Tech  
19 231 DD 403

**Nimra College of Engineering and Technology**  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of Academic Co Ordinator at **DOGICRAFT**.  
We feel confident that you will contribute your skills and experience towards the growth of our organization.

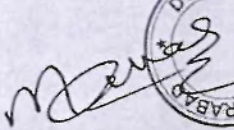

As per the discussion. Your starting date will be on 11/12/2021. Please find the employee hand book enclosed herewith which contains the medical and retirement benefits offered by our organizations.

Your Annual Cost to the Company (CTC) will be **INR 1,20,000**

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.


Sincerely,


  



For Dogicraft.

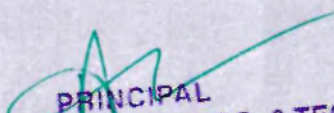
Manusree . M

HR Manager.

 040-48590077  
Mobile Phone

 Info@dogicraft.Com  
Email Address

 Mayfair Garden, 502, Road No. 12, Shangrilla plaza,  
Banjara Hills, Hyderabad, Telangana 500034

  
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**NIMRA NAGAR,**  
**IBRAHIMPATNAM-521 456**  
**VIJAYAWADA.**

Date: 02/12/2021.

To

SHAIK HAJALI SHARIEF

M. Tech

19231D 6102

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of **Academic Co Ordinator** at **DOGICRAFT**.

We feel confident that you will contribute your skills and experience towards the growth of our organization.

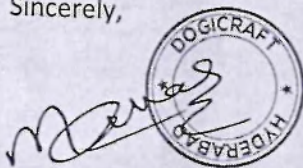
As per the discussion. Your starting date will be on 11/12/2021. Please find the employee hand book enclosed herewith which contains the medical and retirement benefits offered by our organizations.

Your Annual Cost to the Company (CTC) will be **INR 1,20,000**

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.

Sincerely,





For Dogicraft.


Manusree . M

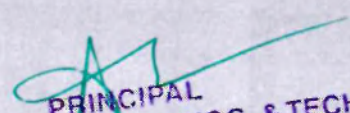
HR Manager.



 040-48590077  
Mobile Phone

 Info@dogicraft.Com  
Email Address

 Mayfair Garden, 502, Road No. 12, Shangrilla plaza,  
Banjara Hills, Hyderabad, Telangana 500034

  
PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA



Date: 02/12/2021.

To  
SHAIK ABDULKHAYUM

M.Tech  
1923104301

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of Academic Co Ordinator at **DOGICRAFT**.

We feel confident that you will contribute your skills and experience towards the growth of our organization.

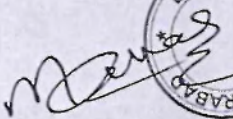

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Sincerely,


  



For Dogicraft.

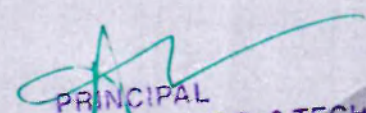
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HR Manager.

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NIMRA COLLEGE OF ENGG. & TECH.  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.

Date: 02/12/2021.

To  
SHAIK SHABBIR

Mr. Teub  
1923106103

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of Academic Co Ordinator at **DOGICRAFT**.

We feel confident that you will contribute your skills and experience towards the growth of our organization.

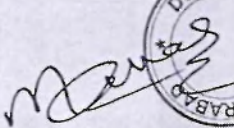

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Sincerely,


  



For Dogicraft.

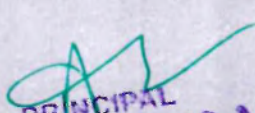
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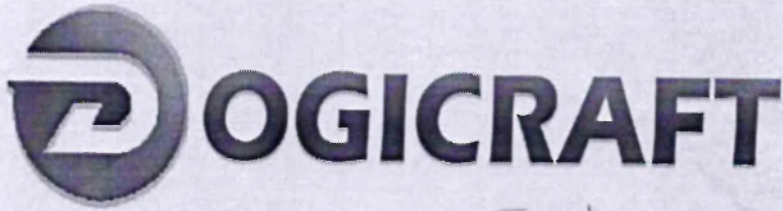
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PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.



43  
24  
Date: 02/12/2021.

M.Tech  
1922104305  
To  
ESUPOGU JOSEPH

**Nimra College of Engineering and Technology**

Ibrahimpattanam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of Academic Co Ordinator at **DOGICRAFT**.

We feel confident that you will contribute your skills and experience towards the growth of our organization.

As per the discussion. Your starting date will be on 11/12/2021. Please find the employee hand book enclosed herewith which contains the medical and retirement benefits offered by our organizations.

Your Annual Cost to the Company (CTC) will be **INR 1,20,000**

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We look forward to welcoming you on board.

Sincerely,

For Dogicraft.

Manusree . M

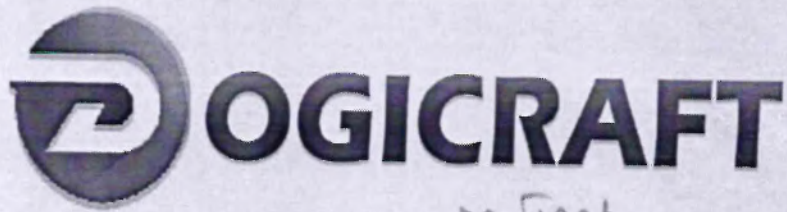
HR Manager.

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Banjara Hills, Hyderabad, Telangana 500034



25/44

Date: 02/12/2021.

M. Tech

19231 D4304

To  
DANDA PRABHUKIRAN

**Nimra College of Engineering and Technology**

Ibrahimpattanam (M), Krishna Dist

Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of Academic Co Ordinator at **DOGICRAFT**.

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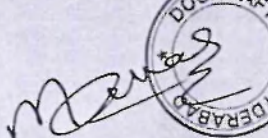
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Your Annual Cost to the Company (CTC) will be **INR 1,20,000**

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.


Sincerely,





For Dogicraft.


Manusree . M

HR Manager.

  
**PRINCIPAL**  
**NIMRA COLLEGE OF ENGG. & TECH**  
**NIMRA NAGAR.**  
**IBRAHIMPATNAM-521 456**  
**VIJAYAWADA.**

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 Mayfair Garden, 502, Road No. 12, Shangrilla plaza,  
Banjara Hills, Hyderabad, Telangana 500034

2645

Date: 02/12/2021.

M. Tech  
19231D6101

To  
RAMPURA PUASHALATHA

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of Academic Co Ordinator at **DOGICRAFT**.

We feel confident that you will contribute your skills and experience towards the growth of our organization.

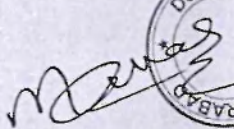

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We look forward to welcoming you on board.

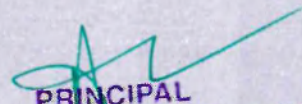
Sincerely,


  



For Dogicraft.


Manusree . M

HR Manager.

  
**PRINCIPAL**  
**NIMRA COLLEGE OF ENGG. & TECH**  
**NIMRA NAGAR.**  
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 Mayfair Garden, 502, Road No. 12, Shangrilla plaza,  
Banjara Hills, Hyderabad, Telangana 500034



2746

Date: 02/12/2021.

M.Tech

1923104306

To  
KATTIPOGU NAVITHA

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of Academic Co Ordinator at **DOGICRAFT**.

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We look forward to welcoming you on board.

Sincerely,

ForDogicraft.

Manusree . M

HR Manager.

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NIMRA COLLEGE OF ENGG. & TECH.  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.

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Ph: 7995574786 

Date: December 01, 2021

**OFFER LETTER**

To  
Mr. Shaik Mansur,  
Hyderabad.

Sub: Employment Offer with OTSI.

We are pleased to inform you that you have been selected for the position of "Graduate Engineer" at OTSI. Your Date of Joining will be **December 01, 2021** and reporting time is **10.00 AM**. Your work location will be based at **Hyderabad**. Your detailed annual compensation is presented below in Annexure – A.

Your working shift will be as per the Business Hours of the Practice and this shall further govern by Time and Attendance policy of OTSI.

You will be on probation for a period of **6 months** from the date of your joining. Probation confirmation will be done based on your performance during the period. During the probation period you are entitled for 6 casual & sick leaves (CSL) on a prorated basis.

Salary review will be based on your annual performance review and will be governed by Appraisal Policy at OTSI.

Your employment as per this offer is subject to your being medically fit and this shall further be administered by the Terms & Conditions as per the appointment letter shared upon your joining.

This offer has been made based on information furnished by you. In-case of any discrepancy found in the information or the documents given by you; The Management at OTSI retains the right to review this offer of employment.


Please sign and return duplicate copy of this letter in token of your acceptance.

Please bring along the below listed documents / details on your day of joining.

- Copy of Passport / Aadhar Card and PAN Card;
- Photo Copy of Academic Certificates (all from 10<sup>th</sup> to Highest);
- Copy of Resignation Letter with acknowledgement;
- Relieving and Offer Letters from all Previous Employer;
- Proof of last drawn compensation (3 Months Pay slips);
- Bank Statement (six months);
- Five passport size photographs (Recent).

We are confident that your contribution will take us further in our journey towards our growth. We assure you of our support for your overall professional development.

For Object Technology Solutions India Pvt. Ltd.

  
PRINCIPAL  
NIMRA COLLEGE OF ENGINEERING & TECH.,  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456.  
VIJAYAWADA.

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**Annexure A: Compensation Structure**

Employee					
Gross Salary Components			Deduction Components		
	P.M.	P.A.		P.M.	P.A.
Basic	12,500	1,50,000	Employee Contribution to PF	1,800	21,600
HRA	5,000	60,000	Employee Contribution to ESI	-	-
City Compensatory Allowance	-	-	Professional Tax	200	2,400
Conveyance	1,600	19,200	Health Insurance	164	1,968
Medical Allowance	1,250	15,000			
Meal Coupons	-	-			
LTA	-	-			
Special Allowance	2,069	24,824			
<b>Gross Salary - A</b>	<b>22,419</b>	<b>2,69,024</b>	<b>Deductions - B</b>	<b>2,164</b>	<b>25,968</b>
<b>Net Take Home* "A-B"</b>	<b>20,255</b>	<b>2,43,056</b>	Above deductions are without TDS		

Employer Benefits		
Employer Contribution	P.M.	P.A.
Employer Contribution to PF	1,800	21,600
Employer Contribution to ESI	-	-
Gratuity	601	7,212
Health Insurance	164	1,968
Accidental Insurance	16	196
<b>Total - C</b>	<b>2,581</b>	<b>30,976</b>
<b>Fixed Cost to Company "A+C"</b>	<b>25,000</b>	<b>3,00,000</b>

Variable Pay -		
Variable Pay**- D		-

<b>Total Cost to Company "A+C+D"</b>	<b>3,00,000</b>
--------------------------------------	-----------------

\*Net Salary is subject to the TDS deductions as per Income Tax Act, 1961

Yours Sincerely,  
For Object Technology Solutions India Pvt. Ltd.

Accepted the Offer



Pradeep Boiri  
Director, Human Resources

Employee Name: Shaik Mansur  
Designation: Graduate Engineer

*(Handwritten Signature)*  
PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH.,  
NIMRA NAGAR,  
IBRAHIMPATNAM - 561 456  
VIJAYAWADA.



17/4/19



## APPOINTMENT LETTER

November 23, 2021

Dear Shaik Abdul Jakir Hussain,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. Other Benefits:

You will also be eligible for:

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**NIMRA NAGAR,**  
**IBRAHIMPATNAM-521 456.**  
**VIJAYAWADA.**

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](http://mywipro.wipro.com)

#### 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

#### 5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 your Business Unit Head.
- b. 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.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
- Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

#### 6. Confidentiality:

- a. 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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

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NIMRA COLLEGE OF ENGG. & TECH.  
NIMRA NAGAR,  
IBRAHIMPATNAM, SRI RANGAPET,  
MAYASADRA

305145

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer 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 the Company.

## 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, 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.

## 8. Non-Compete

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

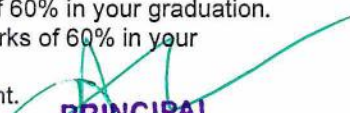
## 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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.
- d. Your appointment shall be treated as withdrawn in case:
  - i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
  - ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
  - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
  - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
  - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and reserve our rights to take suitable action against you as we may deem fit.

  
**PRINCIPAL**  
**NIMM College of Engg. & Tech.,**  
**Narasipatnam, 521 456,**  
**IBRAHIMPATNAM, 521 456,**  
**VIJAYAWADA.**

**10. Training Agreement:**

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least 12 months** commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to pay** to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

**11. Notice Period & Termination:**

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

**12. Pre Joining Program (PJP):**

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature 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 employment on the terms and conditions herein.

I shall be reporting for duty on

**ANNEXURE I****DECLARATION ON CONFLICT OF INTEREST**

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

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

- For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

**PRINCIPAL**  
**NIMRA COLLEGE OF ENGG & TECH.,**  
**NIMRA NAGAR,**  
**IBRAHIMPATNAM-521 456.**



**Mindtree**  
A Larsen & Toubro Group Company

Ph: 8309137002

Date: 11-Nov-2021

53 63

16/528

16 batch

To

Ayesha Shaik  
INDIA

Dear Ayesha Shaik,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as JUNIOR ENGINEER in the salary grade C subject to the following terms and conditions.

2.1. a) You should have completed/ complete the Degree which you pursued/ are now pursuing, without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Hyderabad (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Hyderabad will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during training period.

*Shaik Ayesha*

*AK*

PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH.,  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456.  
VIJAYAWADA.

Mindtree Ltd T +91 80 6706 4000  
RVCE Post, Mysore Road F +91 80 6706 4100  
Bangalore 560 059 W www.mindtree.com

54 64

2.3. The period of Orchard Learning Programme is about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree. However, the exact duration and nature (either virtual or in-person) of the training program may vary based on the track and specific requirements. Exact duration and nature of the training shall be communicated upon joining and allocation into a technology track.

2.4. The other terms and conditions of your appointment at Mindtree are listed in the annexures hereto. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

2.5. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Additional details and terms and conditions in this regard shall be communicated to you for your perusal and acceptance prior to your date of joining. Your employment with Mindtree shall be subject to your acceptance of the terms of the Service Agreement.

2.6. You shall arrange to produce the following documents at the time of reporting for training or such other time prior to your date of joining, as may be required by Mindtree, for the purpose of completing the joining formalities.

- a) Signed Service Agreement in original;
- b) 10th, 12th and graduation (all semesters) mark sheets originals;
- c) Degree completion/provisional certificate original;
- d) Pan card original;
- e) Aadhaar card original; and
- f) Voter ID / Driving license original.

Mindtree reserves the right to ask for and verify additional document/s over and above the aforementioned list for your onboarding purpose and you undertake to provide the same to Mindtree.

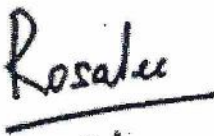
If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail, and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at [campus.offers@mindtree.com](mailto:campus.offers@mindtree.com).

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,  
For Mindtree Limited



Rosalee M Kombial  
Vice President-People Function



Shaik Ayesha (Nov 11, 2021 17:00)



**PRINCIPAL**  
**NIMRA COLLEGE OF ENGG. & TECH.,**  
**NIMRA NAGAR,**  
**IBRAHIMPATNAM-521 456.**  
**VIJAYAWADA.**

Candidate No: TN/800235/02

55 65

Enclosed: Annexure to your offer of employment

Acceptance of the Offer

I, Ayesha Shaik, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	<i>Shaik Ayesha</i> <small>Shaik Ayesha (Nov 11, 2021 17:08 GMT+5.5)</small>
Your Name in Capital letters	AYESHA SHAIK

**Annexure 1**

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

- Name : Ayesha Shaik
- Salary Grade : C
- Designation : JUNIOR ENGINEER
- Stipend : INR 21,100 per month.


Payment will be after deduction of below amount from the monthly stipend:

- Premium for Insurance which is INR 550 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows:.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

  
**PRINCIPAL**  
**NIMRA COLLEGE OF ENGG. & TECH..**  
**NIMRA NAGAR,**  
**IBRAHIMPATNAM-521 456.**  
**VIJAYAWADA.**

56 66

Annexure 2

Compensation stack effective from the date of confirmation

Name : Ayesha Shaik  
Salary Grade : C  
Designation : JUNIOR ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

COMPONENTS	AMOUNT (in INR/annum)
Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	261,360
Bonus / Variable Compensation**	35,640
Annual Cost to Company	297,000

\*The Insurance coverage provided to you at the time of joining will continue on your confirmation as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

*Shaik Ayesha*  
Shaik Ayesha (Nov 11, 2021 17:08 GMT+5)

  
**PRINCIPAL**

**NIMRA COLLEGE OF ENGG. & TECH.,**  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456.  
VIJAYAWADA. 4



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M. Tech  
19231D5801



Date: 08/11/2021

ABDHUL GOUSIYA BEGUM,

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear Candidate,

We are pleased to offer you employment at Kevin Page. We feel that your skills and background will be Valuable assets to our team.

I am very pleased to offer you a position of Jr. Assistant at International Journal of Food and Nutritional Sciences, please plan to begin work on 15/11/2021.

Your Annual Cost to the Company (CTC) will be INR 3,20,000

If you accept this offer, I would appreciate your signing and returning at your earliest convenience a copy of this Letter of Assignment for documentation purposes. If you have any questions regarding employment policies and procedures, please do not hesitate to contact me.

Sincerely

Gagan Mohan .K  
SR. MANAGER.

NIMRA COLLEGE OF ENGINEERING & TECH.  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.



10-3-1/10, Hitech City,  
Hyderabad, Telangana, INDIA, 500028



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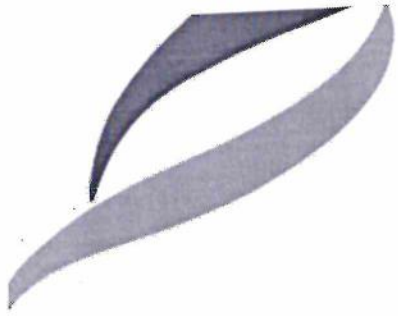


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040-35652763

58  
33



M. Tech  
19231D5802



Date: 08/11/2021

CHITLA VINAY SANTHOSH,

Nimra College of Engineering and Technology  
Ibrahimpattanam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear Candidate,

We are pleased to offer you employment at Kevin Page. We feel that your skills and background will be Valuable assets to our team.

I am very pleased to offer you a position of Jr. Assistant at International Journal of Food and Nutritional Sciences, please plan to begin work on 15/11/2021.


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If you accept this offer, I would appreciate your signing and returning at your earliest convenience a copy of this Letter of Assignment for documentation purposes. If you have any questions regarding employment policies and procedures, please do not hesitate to contact me.



Sincerely

  
Kevin Page

Gagan Mohan .K  
SR. MANAGER.

  
PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VJAYAWADA.

 10-3-1/10, Hitech City,  
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 [Info@kevinpage.org](mailto:Info@kevinpage.org)  
 040-35652763

59



Mr. Tech  
19231D 5812



Date: 08/11/2021

RINKY MURMU,

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear Candidate,

We are pleased to offer you employment at Kevin Page. We feel that your skills and background will be Valuable assets to our team.

I am very pleased to offer you a position of Jr. Assistant at International Journal of Food and Nutritional Sciences, please plan to begin work on 15/11/2021.

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Sincerely

Gagan Mohan .K  
SR. MANAGER.

PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VISAYAWADA.



10-3-1/10, Hitech City,  
Hyderabad, Telangana, INDIA, 500028



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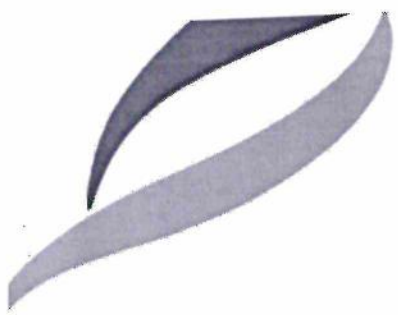


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60 35



M.Tech  
19231D5806



Date: 08/11/2021

SAGARIKA BHATTU,

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear Candidate,

We are pleased to offer you employment at Kevin Page. We feel that your skills and background will be Valuable assets to our team.

I am very pleased to offer you a position of Jr. Assistant at International Journal of Food and Nutritional Sciences, please plan to begin work on 15/11/2021.

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If you accept this offer, I would appreciate your signing and returning at your earliest convenience a copy of this Letter of Assignment for documentation purposes. If you have any questions regarding employment policies and procedures, please do not hesitate to contact me.

Sincerely

Gagan Mohan .K  
SR. MANAGER.

PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH.  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VISA YAWADA.



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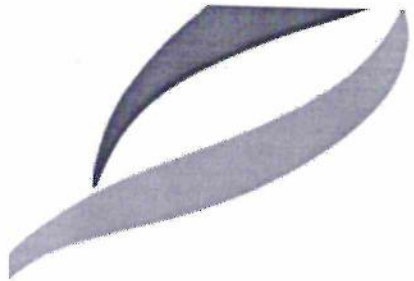


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M.Tech  
19231 D 5807



Date: 08/11/2021

SHAIK SAMEER,

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear Candidate,

We are pleased to offer you employment at Kevin Page. We feel that your skills and background will be Valuable assets to our team.

I am very pleased to offer you a position of Jr. Assistant at International Journal of Food and Nutritional Sciences, please plan to begin work on 15/11/2021.


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Sincerely

  
Gagan Mohan .K


SR. MANAGER.

  
PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
IBRAHIMPATNAM, KRISHNA DIST, AP

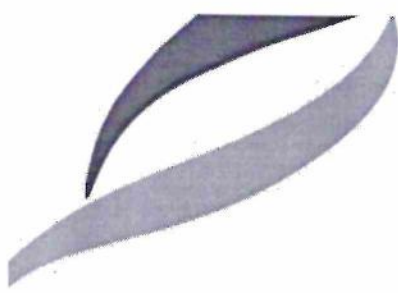
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62 37



M. Tech  
19231 D 5811



Date: 08/11/2021

SUDHEER ATHMURI,

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear Candidate,

We are pleased to offer you employment at Kevin Page. We feel that your skills and background will be Valuable assets to our team.

I am very pleased to offer you a position of Jr. Assistant at International Journal of Food and Nutritional Sciences, please plan to begin work on 15/11/2021.


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Sincerely

Gagan Mohan .K  
SR. MANAGER.

PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH.  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
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M.Tech, 17231D6107.

67 58

02/11/2021



MOHAMMAD SHAMSHAD ALAM

Nimra College of Engineering and Technology

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear Candidate

I am very pleased to offer you a position of **Digital Marketing Executive** at Crosera.

This is a full-time position of 40 hours a week. Your initial annual salary will be Rs.2.2LPA.

As a full-time employee, you are also entitled to the standard company benefits package. The principal features of the employment offer and the benefits are outlined in the enclosure. Please plan to begin work on 10/11/2021.

If you accept this offer, I would appreciate your signing and returning at your earliest convenience a copy of this Letter of Assignment for documentation purposes. If you have any questions regarding employment policies and procedures, please do not hesitate to contact me.

Sincerely,




Ms. Manasa. K

*Mechanical Engineer.*

9030208255

Info@crosera.Com

Mumbai Hwy, Mothilal Nagar,  
Sanjeevaya Nagar, SR.Nagar  
Hyderabad, Telangana 500038

  
PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATTAM-521 456  
VIJAYAWADA.

M.Tech.

1723106109

64 39

02/11/2021



SANNAPAREDDY SAI SUPRAJA

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear Candidate

I am very pleased to offer you a position of **Digital Marketing Executive** at Crosera.

This is a full-time position of 40 hours a week. Your initial annual salary will be Rs.2.2LPA.

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Sincerely,




Ms. Manasa. K

*Mechanical Engineer.*

9030208255

Info@crosera.Com

Mumbai Hwy, Mothilal Nagar,  
Sanjeevaya Nagar, SR.Nagar  
Hyderabad, Telangana 500038

  
PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.



02/11/2021



SHAIK JAVID

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear Candidate

I am very pleased to offer you a position of **Digital Marketing Executive** at Crosera.

This is a full-time position of 40 hours a week. Your initial annual salary will be Rs.2.2LPA.

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Sincerely,



Ms. Manasa. K

*Mechanical Engineer.*

9030208255

Info@crosera.Com

Mumbai Hwy, Mothilal Nagar,  
Sanjeevaya Nagar, SR.Nagar  
Hyderabad, Telangana 500038

**PRINCIPAL**  
**NIMRA COLLEGE OF ENGG. & TECH**  
**NIMRA NAGAR,**  
**IBRAHIMPATNAM-521 456**  
**VIJAYAWADA.**

M. Tech. 17231D6108.

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02/11/2021



SHAIK KARISHMA

Nimra College of Engineering and Technology

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear Candidate

I am very pleased to offer you a position of **Digital Marketing Executive** at Crosera.

This is a full-time position of 40 hours a week. Your initial annual salary will be Rs.2.2LPA.

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Sincerely,



Ms. Manasa. K

*Mechanical Engineer.*

9030208255

Info@crosera.Com

Mumbai Hwy, Mothilal Nagar,  
Sanjeevaya Nagar, SR.Nagar  
Hyderabad, Telangana 500038

A handwritten signature in green ink, appearing to be "A. Srinivas".

PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.

March, 17231D6104.

67

02/11/2021



SHAIK KHASIM BABU

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear Candidate

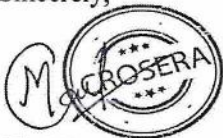
I am very pleased to offer you a position of **Digital Marketing Executive** at Crosera.

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Sincerely,



Ms. Manasa. K

*Mechanical Engineer.*

9030208255

Info@crosera.Com

Mumbai Hwy, Mothilal Nagar,  
Sanjeevaya Nagar, SR.Nagar  
Hyderabad, Telangana 500038

PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.

M Tech - 17231D6110 48  
62 43

02/11/2021



KEESARA OOHA

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear Candidate

I am very pleased to offer you a position of **Digital Marketing Executive** at Crosera.

This is a full-time position of 40 hours a week. Your initial annual salary will be Rs.2.2LPA.

As a full-time employee, you are also entitled to the standard company benefits package. The principal features of the employment offer and the benefits are outlined in the enclosure. Please plan to begin work on 10/11/2021.

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Sincerely,



Ms. Manasa. K

Mechanical Engineer.

9030208255

Info@crosera.Com

Mumbai Hwy, Mothilal Nagar,  
Sanjeevaya Nagar, SR. Nagar  
Hyderabad, Telangana 500038

  
PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.

69

17235AD201



Date: 2/11/2021

MAHAMMAD SIRAJ,

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear Candidate,

We are pleased to offer you employment at Kevin Page. We feel that your skills and background will be Valuable assets to our team.

I am very pleased to offer you a position of Jr. Assistant at International Journal of Food and Nutritional Sciences, please plan to begin work on 11/11/2021.

Your Annual Cost to the Company (CTC) will be INR 3,20,000

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Sincerely


  
Gagan Mohan .K

SR. MANAGER.




PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR.

IBRAHIMPATNAM-521 456  
VIJAYAWADA

 10-3-1/10, Hitech City,  
Hyderabad, Telangana, INDIA, 500028

 [Info@kevinpage.org](mailto:Info@kevinpage.org)

 [www.kevinpage.org](http://www.kevinpage.org)

 040-35652763

70 65

17235 A0 203



Date:  
2/11/2021

SHAIK RAMEEZ ALI,

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear Candidate,

We are pleased to offer you employment at Kevin Page. We feel that your skills and background will be Valuable assets to our team.

I am very pleased to offer you a position of Jr. Assistant at International Journal of Food and Nutritional Sciences, please plan to begin work on 11/11/2021.

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Sincerely



10-3-1/10, Hitech City,  
Hyderabad, Telangana, INDIA, 500028

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PRINCIPAL

NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.



Info@kevinpage.org



040-35652763

71 46

17235 AD 202



Date: 2/11/2021

SHAIK GOUSE MOHIDDIN,

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear Candidate,

We are pleased to offer you employment at Kevin Page. We feel that your skills and background will be Valuable assets to our team.

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Sincerely

Gagan Mohan .K  
SR. MANAGER.

PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA

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Hyderabad, Telangana, INDIA, 500028

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Info@kevinpage.org

040-35652763

72 47

1723540204



Date: 2/11/2021

SHAIK RASHEED ALEED,

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear Candidate,

We are pleased to offer you employment at Kevin Page. We feel that your skills and background will be Valuable assets to our team.

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If you accept this offer, I would appreciate your signing and returning at your earliest convenience a copy of this Letter of Assignment for documentation purposes. If you have any questions regarding employment policies and procedures, please do not hesitate to contact me.

Sincerely

  
Gagan Mohan .K

SR. MANAGER.



PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.



10-3-1/10, Hitech City,  
Hyderabad, Telangana, INDIA, 500028



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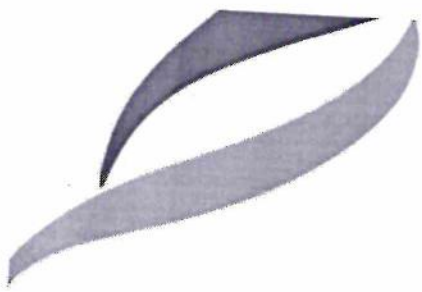
Info@kevinpage.org



040-35652763



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17231 A0 543



Date: 2/11/2021

VALLABHANENI CHARAN SAI,

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear Candidate,

We are pleased to offer you employment at Kevin Page. We feel that your skills and background will be Valuable assets to our team.

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NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.

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02/11/2021



**SHAIK SAMEERA**

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear Candidate

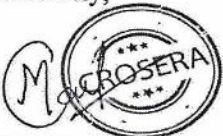
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This is a full-time position of 40 hours a week. Your initial annual salary will be Rs.2.2LPA.

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Sincerely,



Ms. Manasa. K

*Mechanical Engineer.*

9030208255

Info@crosera.Com

Mumbai Hwy, Mothilal Nagar,  
Sanjeevaya Nagar, SR.Nagar  
Hyderabad, Telangana 500038

PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH.  
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VIJAYAWADA.

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02/11/2021



SHAIK SALMAN

**Nimra College of Engineering and Technology**

Ibrahimpattanam (M), Krishna Dist

Andhra Pradesh-521456.

Dear Candidate

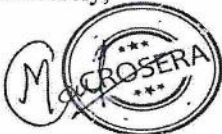
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VIJAYAWADA.

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02/11/2021



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Andhra Pradesh-521456.

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IBRAHIMPATNAM-521 456  
VIJAYAWADA.

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02/11/2021



**SHAIK NAFEEZ**

**Nimra College of Engineering and Technology**

Ibrahimpattanam (M), Krishna Dist

Andhra Pradesh-521456.

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NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.

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02/11/2021



**SHAIK KHAJA BABU**

**Nimra College of Engineering and Technology**  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear Candidate

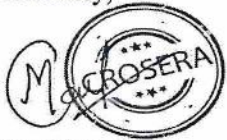
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*Mechanical Engineer.*

9030208255

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Hyderabad, Telangana 500038

*Principal*  
PRINCIPAL  
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NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.

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02/11/2021



SHAIK KHADAR

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear Candidate

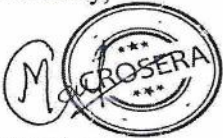
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NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.

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02/11/2021



**SHAIK JHON BHASHA**

**Nimra College of Engineering and Technology**  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear Candidate

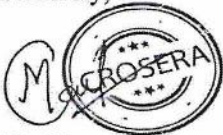
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VIJAYAWADA.



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02/11/2021



**SAYYAD SALMAN**

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

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VIJAYAWADA.

17231A0315

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02/11/2021



**MD SAHIL SIDDIQUE**

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

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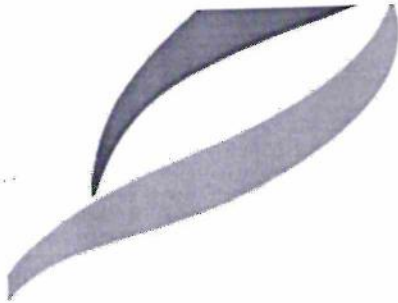
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NIMRA COLLEGE OF ENGG. & TECH.,  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.

87/58



17231A0542



Date: 1/11/2021

T DHANA LAKSHMI,

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

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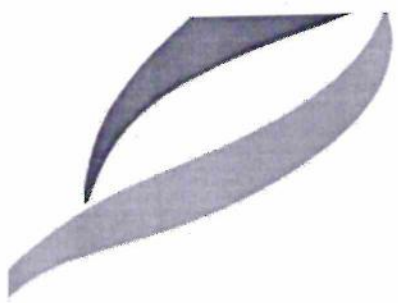
Gagan Mohan .K  
SR. MANAGER.

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[Info@kevinpage.org](mailto:Info@kevinpage.org)  
 040-35652763

84 59



17231A0518



Date: 1/11/2021

MOHMMED ARIF,

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

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17 231 Ad 516



Date: 1/11/2021

MOHAMMED UMER FAROOQ,

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

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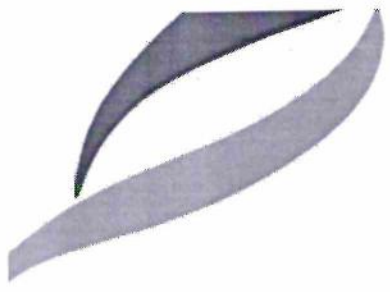


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17231A0515



Date: 1/11/2021

MOHAMMED AFRIN,

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

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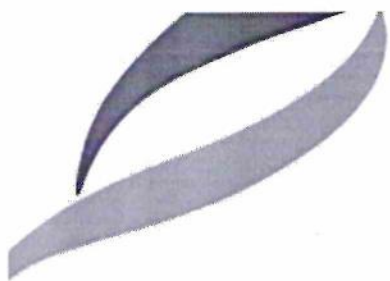
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 040-35652763

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17231AD510



**Date: 1/11/2021**

**MOHAMMAD SULTAN,**

**Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.**

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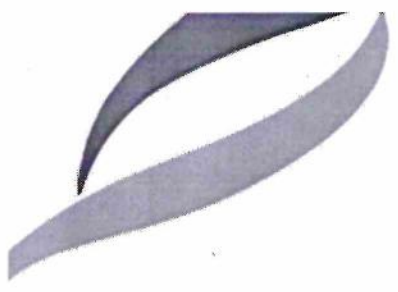
[www.kevinpage.org](http://www.kevinpage.org)

[Info@kevinpage.org](mailto:Info@kevinpage.org)

040-35652763



88 63



17231 A0512



**Date: 1/11/2021**

**MOHAMMAD IMAM FAIZAN,**

**Nimra College of Engineering and Technology  
Ibrahimpattanam (M), Krishna Dist  
Andhra Pradesh-521456.**

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SR. MANAGER.**

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IBRAHIMPATNAM-521 456  
VIJAYAWADA**

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 [www.kevinpage.org](http://www.kevinpage.org)

 040-35652763



Ref: 839093/1954596/ELTP

15-SEP-2021

Mr. Shaik Jakeeruddin Shaik  
Vijayawada (Ap) - 521165  
Mobile: 8106679097

Subject: Offer of Appointment

Dear Mr. Shaik Jakeeruddin Shaik

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at Band 'U' and Sub Band 'U1' under **ELTP Scheme**.
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement (ELITE)**" will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
  - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
  - Meeting the set eligibility criteria at the end of your academic course
  - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
  - Submission of all necessary legal documentation pertaining to your employment.

Page 1 of 26



More reasons to #lovetoBeTechM

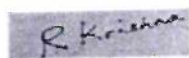
PRINCIPAL

NIMRA COLLEGE OF ENGG. & TECH.  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 455,  
VIJAYAWADA

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7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **INR15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **17-SEP-2021** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Parminder Kaur** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA LTD, TMLW, PLOT NO. 22 - 25 & 27 TO 34, HITECH CITY LAYOUT, MADHAPUR, RANGA REDDY DISTT, TELANGANA 500081**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **17-SEP-2021**.

For Tech Mahindra Limited



Krishna Ramaswami  
Head - Resource Management Group

**Encl:** Annexure-A & B(Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H ? General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond

Date:

Signature:

Shaik Jakeeruddin Shaik

Page 2 of 26



More reasons to #lovetoBeTechM

  
PRINCIPAL  
NIMSA COLLEGE OF ENGG. & TECH.  
NIMSA NAGAR  
IBRAHIMPATNAM-521 455.  
VIJAYAWADA.

Ref: 826322/1929831/ELTP

Ms. Divyasri Chandu  
Mangalagiri (Ap) - 522501  
Mobile: 8106330396

Subject: Offer of Appointment

Dear Ms. Divyasri Chandu

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at Band 'U' and Sub Band 'U1' under ELTP Scheme.
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement (ELITE)**" will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lacs Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
  - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
  - Meeting the set eligibility criteria at the end of your academic course
  - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
  - Submission of all necessary legal documentation pertaining to your employment.



*AS*  
PRINCIPAL

NIMRA COLLEGE OF ENGS & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456,  
VIJAYAWADA.

92


# Tech Mahindra

Tech Mahindra Limited  
Info city, Hi-tech City Layout  
Madhapur, Hyderabad 500081, India  
Tel: +91 40 3063 6363  
Fax: +91 40 2311 7011

techmahindra.com  
connect@techmahindra.com  
Registered Office:  
Gateway Building, Apollo Bunder  
Mumbai 400001, India  
CIN L64200MH1986PLC041370

7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **INR15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **31-AUG-2021** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Parminder Kaur at 9:00 AM** to complete the joining formalities at **TECH MAHINDRA LTD, TMLW, PLOT NO. 22 - 25 & 27 TO 34, HITECH CITY LAYOUT, MADHAPUR, RANGA REDDY DISTT, TELANGANA 500081**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **31-AUG-2021**.

For Tech Mahindra Limited



**Krishna Ramaswami**  
Head - Resource Management Group

**Encl:** Annexure-A & B(Salary Structure, **Annexure-C** Important / Indicative Terms & Conditions of Employment, **Annexure-D** Check List of Documents, **Annexure-E** Confidentiality Agreement, **Annexure-F** Medical Self Declaration, **Annexure G** Intellectual property Assignment, **Annexure-H** ? General Covenant, **Annexure - I** Acknowledgement, **Annexure J** Indemnity bond

Date:

Signature:  
**Divyasri Chandu**



**PRINCIPAL**  
**NIMBA COLLEGE OF ENGG. & TECH.**  
**NIMBA NAGAR,**  
**IDRANIMPATNAM-521 436**  
**VIJAYAWADA.**



**GLOBAL**  
e-SMART TECHNOLOGIES

03/64

02/08/2021

1723540501

**SHAIK SAIDULU**

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456..

Dear Candidate

I am very pleased to offer you a position of **Digital Marketing Executive** at Global-e.

This is a full-time position of 40 hours a week. Your initial annual salary will be Rs.2.2LPA.

As a full-time employee, you are also entitled to the standard company benefits package. The principal features of the employment offer and the benefits are outlined in the enclosure. Please plan to begin work on 13/08/2021.


If you accept this offer, I would appreciate your signing and returning at your earliest convenience a copy of this Letter of Assignment for documentation purposes. If you have any questions regarding employment policies and procedures, please do not hesitate to contact me.

Sincerely,



Ms. Sirishe. K

*Mechanical Engineer.*

  
PRINCIPAL  
NIMRA COLLEGE OF ENGG, & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA

**SREEMAAN RAMA TOWERS, 4th FLOOR, FLAT 41**  
Kamala Nagar, Dilsukhnagar, Hyderabad, Telangana 500061

Email: [gest.hyd@gmail.com](mailto:gest.hyd@gmail.com)  
Phone +91 9966642226



**GLOBAL**  
e-SMART TECHNOLOGIES

02/08/2021

1723540404

**SHAIK KARISHMA**

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456..

Dear Candidate

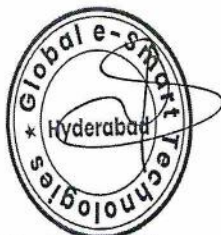
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Sincerely,



Ms. Sirishe. K

*Mechanical Engineer.*

PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456

SREEMAAN RAMA TOWERS, 4th FLOOR, FLAT 41  
Kamala Nagar, Dilsukhnagar, Hyderabad, Telangana 500061

Email: gest.hyd@gmail.com  
Phone +91 9966642226



**GLOBAL**  
e-SMART TECHNOLOGIES

as 60

02/08/2021

17235 AD 301

**SHAIK HUSSAIN**

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456..

Dear Candidate

I am very pleased to offer you a position of **Digital Marketing Executive** at Global-e.

This is a full-time position of 40 hours a week. Your initial annual salary will be Rs.2.2LPA.

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Sincerely,



Ms. Sirishe. K

*Mechanical Engineer.*

  
PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA

**SREEMAAN RAMA TOWERS, 4th FLOOR, FLAT 41**  
Kamala Nagar, Dilsukhnagar, Hyderabad, Telangana 500061

Email: [gest.hyd@gmail.com](mailto:gest.hyd@gmail.com)  
Phone +91 9966642226



# GLOBAL

e-SMART TECHNOLOGIES

17235A0401

02/08/2021

**SHAIK HAMEED**

Nimra College of Engineering and Technology  
Ibrahimpattanam (M), Krishna Dist  
Andhra Pradesh-521456..

Dear Candidate

I am very pleased to offer you a position of **Digital Marketing Executive at Global-e.**

This is a full-time position of 40 hours a week. Your initial annual salary will be Rs.2.2LPA.

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Sincerely,



Ms. Sirishe. K

*Mechanical Engineer.*

**PRINCIPAL**  
**NIMRA COLLEGE OF ENGG. & TECH**  
**NIMRA NAGAR,**  
**IBRAHIMPATNAM-521 456**  
**VIJAYAWADA**

**SREEMAAN RAMA TOWERS, 4th FLOOR, FLAT 41**  
**Kamala Nagar, Dilsukhnagar, Hyderabad, Telangana 500061**

**Email: gest.hyd@gmail.com**  
**Phone +91 9966642226**





# GLOBAL

e-SMART TECHNOLOGIES

17235-AD 402

02/08/2021

**SHAIK BUDE SAHEB**

Nimra College of Engineering and Technology

Ibrahimpattanam (M), Krishna Dist

Andhra Pradesh-521456..

Dear Candidate

I am pleased to offer you a position of **Digital Marketing Executive** at Global-e.

This is a full-time position of 40 hours a week. Your initial annual salary will be Rs.2.2LPA.

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Sincerely,



Ms. Sirishe. K

*Mechanical Engineer.*

  
PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA

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Kamala Nagar, Dilsukhnagar, Hyderabad, Telangana 500061**

**Email: gest.hyd@gmail.com  
Phone +91 9966642226**



# GLOBAL

e-SMART TECHNOLOGIES

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28 68

02/08/2021

**MOHAMMED SHARUKH**

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456..

Dear Candidate

I am very pleased to offer you a position of **Digital Marketing Executive** at Global-e.

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Sincerely,



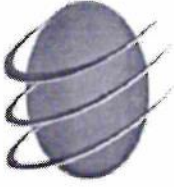
Ms. Sirishe. K

*Mechanical Engineer.*

  
PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456

**SREEMAAN RAMA TOWERS, 4th FLOOR, FLAT 41**  
Kamala Nagar, Dilsukhnagar, Hyderabad, Telangana 500061

Email: [gest.hyd@gmail.com](mailto:gest.hyd@gmail.com)  
Phone +91 9966642226



**GLOBAL**  
e-SMART TECHNOLOGIES

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02/08/2021

**DUDEKULA SAIDULU**

Nimra College of Engineering and Technology  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456..

Dear Candidate

I am very pleased to offer you a position of **Digital Marketing Executive** at Global-e.

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Sincerely,



Ms. Sirishe. K

*Mechanical Engineer.*

**PRINCIPAL**  
**NIMRA COLLEGE OF ENGG. & TECH.**  
**NIMRA NAGAR,**  
**IBRAHIMPATNAM-521 456**  
**VIJAYAWADA.**

**SREEMAAN RAMA TOWERS, 4th FLOOR, FLAT 41**  
**Kamala Nagar, Dilsukhnagar, Hyderabad, Telangana 500060**

**Email: gest.hyd@gmail.com**  
**Phone +91 9966642226**

Date: 02/07/2021.

To

ATCHI RATNA KUMAR

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of Academic Co Ordinator at **DOGICRAFT**.

We feel confident that you will contribute your skills and experience towards the growth of our organization.


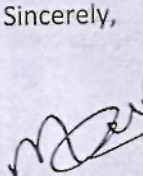
As per the discussion. Your starting date will be on 12/07/2021. Please find the employee hand book enclosed herewith which contains the medical and retirement benefits offered by our organizations.

Your Annual Cost to the Company (CTC) will be **INR 1,20,000**

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.

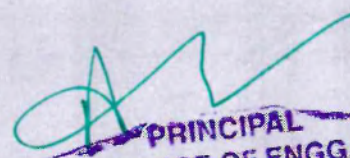
Sincerely,




For Dogicraft.


Manusree . M


HR Manager.



**PRINCIPAL**  
**NIMRA COLLEGE OF ENGG. & TECH**  
**NIMRA NAGAR,**  
**IBRAHIMPATNAM-521 456**  
**VIJAYAWADA**

 040-48590077  
Mobile Phone

 Info@dogicraft.Com  
Email Address

 Mayfair Garden, 502, Road No. 12, Shangrilla plaza,  
Banjara Hills, Hyderabad, Telangana 500034



17231A0504 10/A

Date: 02/07/2021.

To

ABIDA PATHAN

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of Academic Co Ordinator at **DOGICRAFT**.

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Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.

Sincerely,

For Dogicraft.

Manusree . M

HR Manager.

**PRINCIPAL**  
**NIMRA COLLEGE OF ENGG. & TECH.**  
**NIMRA NAGAR,**  
**IBRAHIMPATNAM-521 456**  
**VIJAYAWADA.**

040-48590077  
Mobile Phone

Info@dogicraft.Com  
Email Address

Mayfair Garden, 502, Road No. 12, Shangrilla plaza,  
Banjara Hills, Hyderabad, Telangana 500034



17231A0502. 10/23

Date: 02/07/2021.

To ABDUL NOORJAHAN

**Nimra College of Engineering and Technology**

Ibrahimpattanam (M), Krishna Dist

Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of Academic Co Ordinator at **DOGICRAFT**.

We feel confident that you will contribute your skills and experience towards the growth of our organization.

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We look forward to welcoming you on board.

Sincerely,

For Dogicraft.

Manusree . M

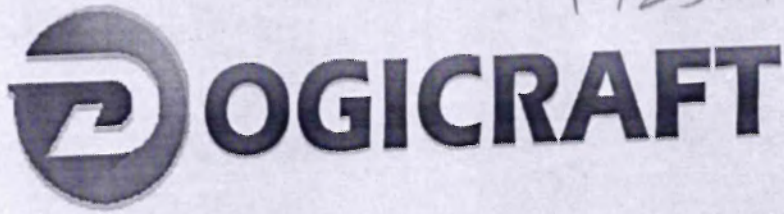
HR Manager.

PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH.  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.

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Email Address

Mayfair Garden, 502, Road No. 12, Shangrilla plaza,  
Banjara Hills, Hyderabad, Telangana 500034



17231A0501

10-24

Date: 02/07/2021.

To ABDUL JAVEED

**Nimra College of Engineering and Technology**

Ibrahimpattanam (M), Krishna Dist

Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of **Academic Co Ordinator** at **DOGICRAFT**.

We feel confident that you will contribute your skills and experience towards the growth of our organization.

As per the discussion. Your starting date will be on 12/07/2021. Please find the employee hand book enclosed herewith which contains the medical and retirement benefits offered by our organizations.

Your Annual Cost to the Company (CTC) will be **INR 1,20,000**

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.

Sincerely,

A handwritten signature in black ink over a circular stamp. The stamp contains the text 'DOGICRAFT' at the top and 'HYDERABAD' at the bottom, with a star on either side.

For Dogicraft.

Manusree . M

HR Manager.

A handwritten signature in green ink over a rectangular stamp. The stamp contains the text 'PRINCIPAL' at the top, 'NIMRA COLLEGE OF ENGG. &amp; TECH' in the middle, and 'NIMRA NAGAR. IBRAHIMPATNAM-521 456 VIJAYAWADA.' at the bottom.

040-48590077  
Mobile Phone

Info@dogicraft.Com  
Email Address

Mayfair Garden, 502, Road No. 12, Shangrilla plaza,  
Banjara Hills, Hyderabad, Telangana 500034



17231A0508

104  
75

Date: 02/07/2021.

To  
KILARU YAMINI

**Nimra College of Engineering and Technology**  
Ibrahimpattanam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of Academic Co Ordinator at **DOGICRAFT**.  
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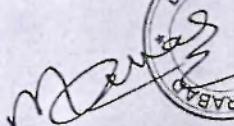
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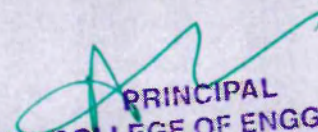
Sincerely,




For Dogicraft.


Manusree . M


HR Manager.



**PRINCIPAL**  
**NIMRA COLLEGE OF ENGG. & TECH**  
**NIMRA NAGAR.**  
**IBRAHIMPATNAM-521 456**  
**VIJAYAWADA.**

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Email Address

 Mayfair Garden, 502, Road No. 12, Shangrilla plaza,  
Banjara Hills, Hyderabad, Telangana 500034





17231A0416

Date: 02/07/2021.

To  
SHAIK SOHAIL

**Nimra College of Engineering and Technology**  
Ibrahimpattam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of Academic Co Ordinator at **DOGICRAFT**.

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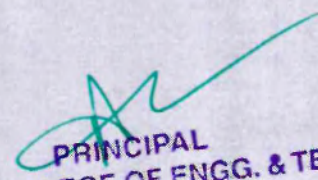
We look forward to welcoming you on board.


Sincerely,


  
For Dogicraft.


Manusree . M

HR Manager.

  
**PRINCIPAL**  
**NIMRA COLLEGE OF ENGG. & TECH**  
**NIMRA NAGAR.**  
**IBRAHIMPATNAM-521 456**  
**VIJAYAWADA.**

 040-48590077  
Mobile Phone

 Info@dogicraft.Com  
Email Address

 Mayfair Garden, 502, Road No. 12, Shangrilla plaza,  
Banjara Hills, Hyderabad, Telangana 500034



17231A0414.

Date: 02/07/2021.

To

SHAIK SALMAN RIYAZ

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

Andhra Pradesh-521456.

Dear,

We are pleased to offer you the position of Academic Co Ordinator at **DOGICRAFT**.

We feel confident that you will contribute your skills and experience towards the growth of our organization.

As per the discussion. Your starting date will be on 12/07/2021. Please find the employee hand book enclosed herewith which contains the medical and retirement benefits offered by our organizations.

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Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.

Sincerely,

For Dogicraft.

Manusree . M

HR Manager.

PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR,  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.

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Info@dogicraft.Com  
Email Address

Mayfair Garden, 502, Road No. 12, Shangrilla plaza,  
Banjara Hills, Hyderabad, Telangana 500034



Date: 02/07/2021.

17231A0 417

To  
SHAIK SUBHANI

**Nimra College of Engineering and Technology**  
Ibrahimpattanam (M), Krishna Dist  
Andhra Pradesh-521456.

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We look forward to welcoming you on board.

Sincerely,

For Dogicraft.

Manusree . M

HR Manager.

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Mobile Phone

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Banjara Hills, Hyderabad, Telangana 500034

PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.



Date: 01/07/2021.

17231AD318

To  
UMAR SIDDIQUE

**Nimra College of Engineering and Technology**  
Ibrahimpatnam (M), Krishna Dist  
Andhra Pradesh-521456.

Dear,

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Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.

Sincerely,

ForDogicraft.

Manusree . M

HR Manager.

040-48590077  
Mobile Phone

Info@dogicraft.Com  
Email Address

Mayfair Garden, 502, Road No. 12, Shangrilla plaza,  
Banjara Hills, Hyderabad, Telangana 500034

PRINCIPAL  
NIMRA COLLEGE OF ENGG. & TECH  
NIMRA NAGAR  
IBRAHIMPATNAM-521 456  
VIJAYAWADA.



17231A0411

Date: 01/07/2021.

To

SHAIK MANISHA

**Nimra College of Engineering and Technology**

Ibrahimpattanam (M), Krishna Dist

Andhra Pradesh-521456.

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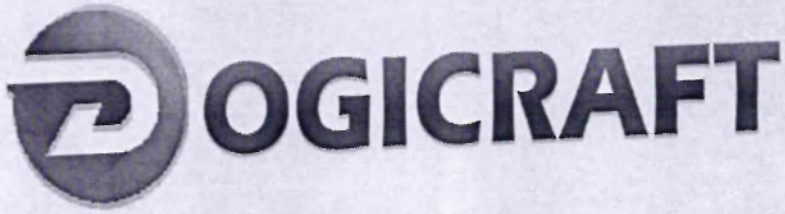
HR Manager.

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17231A0410

Date: 01/07/2021.

To

SHAIK MABU SUBHANI

**Nimra College of Engineering and Technology**

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Andhra Pradesh-521456.

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17231A0409

Date: 01/07/2021.

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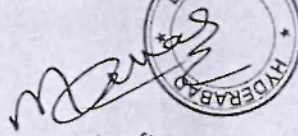
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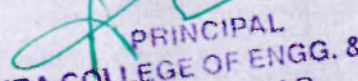
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
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17231A0406

Date: 01/07/2021.

To

PATHAN TABASSUM KHANAM

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

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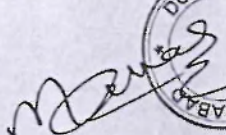
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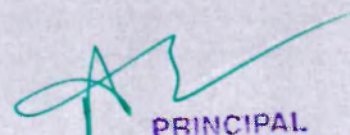
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
HR Manager.



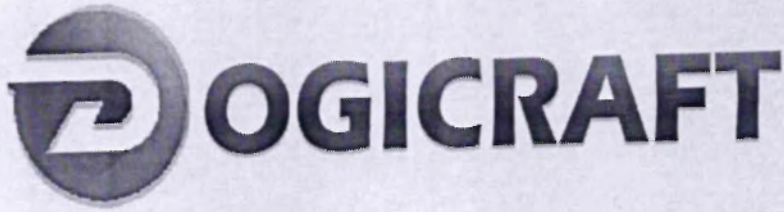
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17231A0404

Date: 01/07/2021.

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**Nimra College of Engineering and Technology**

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Andhra Pradesh-521456.

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To

PATAN KHADAR KHAN

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist

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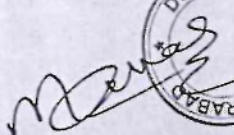
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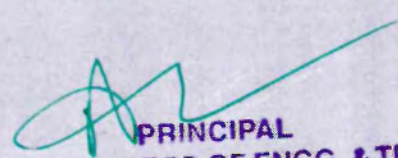
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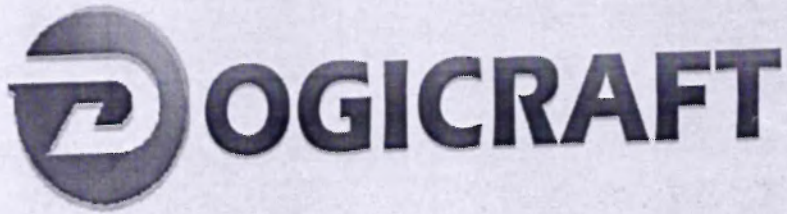
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17231A0403

115  
86

Date: 01/07/2021.

To

MOHAMMAD SHERIN

**Nimra College of Engineering and Technology**

Ibrahimpattam (M), Krishna Dist  
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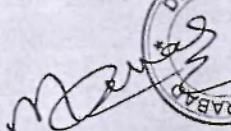
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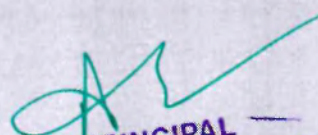
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
Manusree . M


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17231A0316

116  
87

Date: 01/07/2021.

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MD RAJ AFSAR

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17231A0401

17  
88

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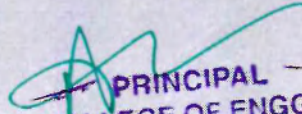
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