



**KOMMI REDDY
CONSTRUCTIONS**



To

A. Puneeth Babu

Address: 1-1-G, Ambedkar ciril, maian road, Pattikonda. kurnool-518380

Dear **Mr. A. Puneeth Babu**,

KMRC Bangalore LLP is pleased to offer you the position of Civil Engineer

As Discussed, You will be responsible for the inspection of sites followed by making reports, You may be posted at site outstation also at different locations as per company requirement and you may have to visit outstation works as per company requirement. The duties and responsibilities that you will be expected to carry out will be explained to you in detail. You will report directly to the Management, and your normal working hours are expected to be 9 AM to 6 PM from Monday to Saturday. Your starting date will be 18 Nov 2022, your compensation package includes a monthly salary of Rupees 15,000/-

Please signify your acceptance of this offer by signing and dating this letter as indicated below and the Standard confidentiality agreement. These documents can be returned directly to my attention.

We look forward to welcoming you to the company. Please let us know if you require any further information. We can be reached directly at 7279675910.

REQUIRED DOCUMENTATION

- 2 Passport photocopies, PAN card, Aadhar card copy (mandatory to be submitted on day 1)
- Signed hard copy of the offer letter & Terms of Employment (mandatory to be submitted on day 1)
- Document/s containing the start date and end date of the last two employers
- Copy of Degree/PG/Diploma (wherever applicable) certificates & semester marks sheets (last semester mandatory)
- Relieving Letters from previous employer & Experience Certificate from 2 previous employers (if relieving letters not submitted)

I hereby represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships.

Regards

A. Puneeth Babu


Hardik Banda
Partner

Candidate Signature

KMRC BLR LLP.

#5, 1st Floor, SPL Complex, Bangalore - 530068 • Mobile: 72796 75910 • Email: bangalore@kmrc.in

Passed 2018-19 157X/A0106 3

**GOVERNMENT OF ANDHRAPRADESH - PANCHAYAT RAJ DEPARTMENT
OFFICE OF THE DISTRICT COLLECTOR & CHAIRMAN, DSC
KURNOOL DISTRICT**

Lr.No.DSC/113/17/191304001910. Date:01/11/2019

**CALL LETTER TO ATTAEND CERTIFICATE VERIFICATION
TO THE POST OF ENGINEERING ASSISTANT (GRADE-II)
(DSC NOTIFICATION No NOTIFICATION NO. 01/2019, DATED: 26-07-2019)**

It is to inform that you are provisionally called for Certificate Verification to the Post of **ENGINEERING ASSISTANT (GRADE-II)** vide NOTIFICATION NO. 01/2019, DATED: 26-07-2019 of DSC in PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT (General Recruitment) in KURNOOL district.

Sri/Smt/Kum **AMUDALAPADU PUCCHAKAYALA JOSHNA REDDY**, bearing HT No. 191304001910 is hereby informed to upload all required certificates to the Grama-sachivalayam website, before attending the certificate verification in person. In case of any difficulty in uploading the certificates into website, you may upload all the certificates soon after physical verification by the concerned authorities is completed. You are requested to attend the Certificate Verification by 10:00 AM on 04/11/2019 in the Office of VISWESWARAIAH BHAVAN, GROUND FLOOR, ZILLA PRAJA PARISHAD COMPOUND, KURNOOL-518001., KURNOOL district along with your Photo ID Card and the following Certificates in Original without fail. Except candidate, no other person is allowed inside the Verification Hall.

1. Two copies of the application form which was uploaded to the website.
2. Two photos, on the rear side of which candidate details shall be given
3. Copy of Hall Ticket
4. Date of Birth Certificate or 10th class pass certificate
5. Certificates of all Education qualifications
6. School Study Certificates 4th to 10th Class
7. Latest Community Certificate issued by the competent authority
8. Medical Certificates for PH Candidates, issued by competent Board/Authority
 - a) Medical Certificate for Blind (For VH)
 - b) Certificate of Hearing Disability and Hearing Assessment (For HH)
 - c) Medical Certificate in respect of Orthopedically Handicapped Candidates (For OH)
9. Sports Merit certificates (In case of candidates selected under sports quota)
10. Ex-service Men Certificates (In case of Candidates Selected under Ex- Service Men Quota) issued by competent Unit Head
11. Creamy Layer Certificate (For all BC Candidates)
12. Residence Certificate, if you are claiming local status as private candidate
13. Duly filled & signed Antecedent Verification form downloaded from candidate's log-in
14. Certificate of experience issued by competent district head of the dept including length of service/weightage marks, if any.
15. Two sets of prints/photocopies of all Certificates that are uploaded to website (when uploaded Certificates are printed, Hall Ticket no. of the candidate is also printed.

GOVERNMENT OF ANDHRA PRADESH

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE, KURNOOL DISTRICT

PROCEEDINGS OF THE CHAIRMAN, DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019

Present : Sri / Smt Sri G. Veerapandian, IAS

Rc.No.JA1/Engineering Asst (Gr.II)/2019/DSC-2019/

Dated: 04/11/2019



B. Kanchana

-:0:-

ORDERS :

Sub : Recruitment of Posts to Village Secretariats - DSC-2019 - Provisional offer of Appointment in the **A.P. Panchayat Raj Engineering Subordinate Service** - Appointment Orders - Selection to the post of **Engineering Assistant (Grade-II)** - Orders issued.

- Read :
1. G.O.Ms.No.110, PR & RD Dept (MDL-1), dated:19-07-2019.
 2. Recruitment **NOTIFICATION NO. 01/2019, DATED: 26-07-2019** for the Post of **Engineering Assistant (Grade-II)**
 3. Hon'ble High Court's Orders in W.P Nos.12977/2019,13885/2019, 13898/19, 14015/19, 13990/19, and 14000/2019.
 4. Hon'ble High Court's Orders in Writ Appeal No. 282/2019 and Writ Appeal 310/2019.
 5. Member Convenor DSC - 2019, Letter No : **JA1/Engineering Asst (Gr.II)/2019, Dated : .09.2019 ,Dated: /2019**

-:0:-

Consequent upon your selection by the District Selection Committee and approval of the Competent Authority viz., Collector and Chairman, District Selection Committee in the reference 5th cited Sri/Smt/Kumari **BAVURI KANCHANA BAI** S/o,D/O,W/o **BAVURI VIJAYKUMAR** (HT No:191304001884) is hereby provisionally appointed as **Engineering Assistant (Grade-II)** and directed to report at **Superintending Engineer, Panchayat Raj Department, Visweswaraiah Bhavan, ZP, Compound, Kurnool - 08518 - 249825** on **/2019 at 10.00 A.M** upon accepting the following Terms and Conditions:-

1. You are hereby offered provisional appointment to **Engineering Assistant (Grade-II)** in the **PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT**

GOVERNMENT OF ANDHRA PRADESH
OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE, KURNOOL DISTRICT
PROCEEDINGS OF THE CHAIRMAN, DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019

Present : Sri / Smt Sri G. Veerapandian, IAS

Rc.No JAI/Engineering Asst (Gr.II)/2019/DSC-2019/

Dated: 30/07/2019

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ORDERS :

Sub : Recruitment of Posts to Village Secretariats - DSC 2019 - Provisional offer of Appointment in the A.P. Panchayat Raj Engineering Subordinate Service - Appointment Orders - Selection to the Post of Engineering Assistant (Grade-II) - Orders issued

- Read : 1. G.O Ms.No.110, PR & RD Dept (MDI-1), dated 19-07-2019.
2. Recruitment NOTIFICATION NO. 01/2019, DATED: 26-07-2019 for the Post of Engineering Assistant (Grade-II)
3. Hon'ble High Court's Orders No W.P.Kos. 12977/2019, 13898/19, 14015/19, 13990/19, and 14000/2019.
4. Hon'ble High Court's Orders in Writ Appeal No. 287/2019 and Writ Appeal 310/2019.
5. Member Convenor DSC - 2019, Letter No. JAI/Engineering Asst (Gr.II)/2019, Dated : 09.2019, Dated: 09.2019

-101-

Consequent upon your selection by the District Selection Committee and approval of the Competent Authority viz., Collector and Chairman, District Selection Committee in the reference Sth cited Sri/Smt. KUMAR BYRAGANI AND CHANDRA PUNETA S/o.D/O.W/o BYRAGANI CHANDRA SEKHAR (No 191304009713) is hereby provisionally appointed as Engineering Assistant (Grade-II) and directed to report at Superintending Engineer Panchayat Raj Department, Visweswaralah Bhavan, ZP, Comptroller Kurnool - 08518 - 249825 on 1.10.2019 at 10.00 A.M upon accepting following Terms and Conditions:-

1. You are hereby offered provisional appointment as Engineering Assistant (Grade-II) in the PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT

25th June 2019

LTC / BIS XXII / 33082 / Civil Engg. / NITT

Mr. C RAGHAVENDRA REDDY

HNO A3,
NEW 48 POLICE LINE
NEAR KONDAREDDY FORT, OLDBUSSTAND, KURNOOL
ANDHRA PRADESH
KURNOOL-518001
Contact No. 9491119041.

Dear Sir,

1. Further to the interviews you had with us in the selection of L&T's Build India Scholarship scheme (XXII Batch), we are pleased to inform you that you have been sponsored for admission to the user-oriented **M.Tech.** course in **Construction Technology and Management** at **National Institute of Technology Tiruchirappalli** under the **L&T's Build India Scholarship** Programme, on the following terms and conditions:
 - a) You passing your B.E. / B.Tech Degree examination with an aggregate percentage of not less than 75% in the first attempt.
 - b) Your sponsorship will be subject to admission formalities of National Institute of Technology Tiruchirappalli.
 - c) Sponsorship will be for a maximum period of **24 months** from the date of commencement of the course in July.
 - d) During the period of sponsorship, you will be eligible to receive a stipend of **Rs.13,400/-** (Rupees Thirteen Thousand and Four Hundred only) per month. This will be paid to you on your production of attendance certificate issued by National Institute of Technology Tiruchirappalli subject to your fulfilling Half-time Teaching / Research Assistance ship (HTRA) requirements of the respective Institute to which you are allotted to.
 - e) During the entire course of your study, you will be governed by and be subject to the rules and regulations of National Institute of Technology Tiruchirappalli.
 - f) Your tenure of sponsorship will not be reckoned as service for the purpose of any benefits of the Company.

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Mr. C RAGHAVENDRA REDDY

2. After successful completion of M.Tech. Programme and depending on the vacancies existing in the Company at that time, you will become eligible to be considered for employment in the Company's **Sr. Engineer (O-1)** cadre. This appointment will be at the sole discretion of the Company and subject to Company's terms and conditions of service.
3. Your sponsorship to M.Tech course and the subsequent employment in Company's rolls as will be subject to your medical fitness as certified by our Company's medical officer.
4. Your sponsorship to user-oriented M.Tech programme in Construction Technology & Management and subsequent employment with the Company will be subject to your executing an agreement for an amount of **Rs. 3,00,000/-** (Rupees Three Lakhs only), undertaking to successfully complete the Course and further, if employed in the Company, to serve for a minimum period of **5 years** from the date of such employment and a surety agreement for a like sum.
5. The company shall have the right to terminate the scholarship forthwith without any notice in the event of any of the following:
 - a. Breach of any of the conditions of this agreement;
 - b. Any misconduct on your part.
 - c. Failure to carry out any of your duties and obligations.
6. The following documents in Original and two attested Xerox copies, will be required at the time of joining:
 - a. S.S.C & H.S.C examination mark sheet.
 - b. Degree/ Provisional Certificate and mark sheets of all semester examinations.
 - c. Proof of age either S.S.C or School leaving certificate. (Original certificates will be returned to you after verification).
 - d. Two copies each of your recently taken colour photograph in passport size and stamp-size
 - e. Your local address.
 - f. Scholarship-cum-service agreement and surety agreement duly executed by you and your guarantor (Documents pertaining to the agreement will be shared shortly along with the admission documents).

Mr. C RAGHAVENDRA REDDY

7. The allotted institute is final and you will not be allowed to swap or change the institute of allotment.
8. You are requested to confirm your acceptance immediately by returning the duplicate copy of this letter duly signed by you as a token of acceptance. The acceptance letters need to be addressed to Ms. Surbhi Jain, HR Department, Divisional Corporate, CRR Centre 3rd Floor, L&T Construction Head Quarters, P.B. No. 979, Mount Poonamallee road, Manapakkam, Chennai – 600 089 (Contact No. 044 2252 6347, Email: surbhijain@lntecc.com).
9. In case, we do not receive your confirmation of acceptance by 5th July 2019, this sponsorship will stand automatically cancelled without any further communication to you assuming that you are not interested to join this sponsored course and accordingly your candidature will be removed from the all India merit list.
10. Confidentiality Agreement: As a part of our Information Security Management System, you are responsible for the security of all information including prevention of misuse of information / information processing facilities, relevant to the company affairs and its customers of which you may be cognizant and treat as strictly confidential, in particular, the drawing, quotations, specifications and other manufacturing information. You shall also be responsible for maintaining the confidentiality and prevent unauthorized dissemination, in case you are engaged by the Company in the development and use of any computer programmes.

We wish you all the very best.

**Yours faithfully,
for LARSEN & TOUBRO LIMITED**



**(DR. C. JAYAKUMAR)
VICE PRESIDENT & HEAD – HR
DIVISIONAL CORPORATE**

I have read the letter and accept my selection and all the terms and conditions thereof.



(Signature)

Date: **Jun 26, 2019**

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Offer: Computer Consultancy

Ref: TCSL/CT20162030920/Hyderabad

Date: 24/09/2018

Mr. Rahul
78/122-Gf-4Krishna Nagar,
New Rayalaseema Bank Opposite,
Kurnool-518002,
Andhra Pradesh.
Tel# -851823637

Dear Rahul,

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 **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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/CT20162030920

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- 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 ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. 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 Initial Learning 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.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,



provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

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

Professional Memberships

You will be eligible for reimbursement of expense-s towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

TCS Confidential

TCSL/CT20162030920

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 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



You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This



Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a



Postgraduate)

- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking stating:
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - *If you were employed, a formal release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) at our offices, as identified, for such period as TCSL may decide. The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

TCS Confidential

TCSL/CT20162030920

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 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



23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile
to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCSL Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|--|
| Name | Rahul |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | G Pulla Reddy Engg College, Kurnool |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 10,200 | 1,22,400 |
| Bouquet Of Benefits # | 13,000 | 1,56,000 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,224 | 14,688 |
| Gratuity | 490 | 5,887 |
| Total of Annual Components & Retirals | 1,715 | 28,475 |
| Retention Incentive | NA | 0 |
| TOTAL GROSS | 27,415 | 3,36,875 |

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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 | 4,080 | 48,960 |
| Leave Travel Assistance | 850 | 10,200 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,570 | 90,840 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Annexure 2

Regional Offices

| | |
|---|--|
| Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5 th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601 | Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114 |
| Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555 | Delhi Lead-Talent Acquisition Tata Consultancy Services 5 th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735 |
| Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222 | Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003 |
| Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001 | Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190 |
| Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107 | Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499 |



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Retainer/Consultant and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Retainer/Consultant in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Retainer/Consultant.



2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of Retainer/Consultant-ship, the Retainer/Consultant agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

The Retainer/Consultant agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and the Retainer/Consultant hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests the Retainer/Consultant may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.



HRD/3T/19-20/13026340

Mr. Akhileswar Reddy Esukapalli
Candidate ID: 13026340
6/674-5B,
Shankarapuram
Kadapa - 516002
Andhra Pradesh
India
Ph: (91) 73865 34159

September 6, 2019

Dear Akhileswar Reddy,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Digitally signed by RICHARD LOBO
Date: 2019.09.06 11:27:11 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/13026340

September 6, 2019

Mr. Akhileswar Reddy Esukapalli
Candidate ID: 13026340
6/674-5B,
Shankarapuram
Kadapa - 516002
Andhra Pradesh
India
Ph: (91) 73865 34159

Dear Akhileswar Reddy,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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

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

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

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

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

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

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

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

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

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

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

Other terms and conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Date: _____, 20____

Sign your name

Print your name Location

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

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|---------------------------------|
| NAME | Mr. Akhileswar Reddy Esukapalli |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| | |
|--|-----|
| 2. ANNUAL COMPONENT | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| | |
|--------------------------------------|---------------|
| 3. RETIRAL BENEFITS | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| * The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act | | | | |

ANNEXURE- II
(Compensation post Unit allocation)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|---------------------------------|
| NAME | Mr. Akhileswar Reddy Esukapalli |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| | |
|--|-----|
| 2. ANNUAL COMPONENT | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| | |
|---|---------------|
| 3. RETIRAL BENEFITS | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (FGS) (1+2+3) | 25,000 |

| 4. INCENTIVE COMPONENTS | At an indicative Payout of 5% | At an indicative Payout of 10% | At an indicative Payout of 20% |
|--|-------------------------------|--------------------------------|--------------------------------|
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI) | 1,250 | 2,500 | 5,000 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS) | | | 26,250 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS) | | | 27,500 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS) | | | 30,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| * The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act | | | | |



Proceedings of the District Collector & Chairman, DSC, Ananthaupramu
Present : S.SATHYANARAYANA, I.A.S.,

RC No. Supdt/Engg Asst Gr -II/2019/DSC-2019

Dated:05/10/2019

Sub :- PR&RD - Recruitment of Engineering Assistants Gr.II to Village secretariat - DSC-2019 - Ananthapuramu District - AP Panchayathi Raj Subordinate service notification No 2/2019 Dt.26.07.2019 - Provisional Appointment orders for the post of Engineering Assistant Gr.II - Issued - Place postings - Orders issued.

Read : 1) G.O.Ms.No.1 10, PR&RD Dept. (MDL-1) Dt.19.07.2019
 2) Recruitment Notification No.01/2019, Dt.26.07.2019 for the Post of Engg. Assistant Gr.II
 3) Progs.Rc.No.559/2019/A3/DSC-2019 Dt.29.09.2019, Chairman DSC& District Collector, Ananthapuramu

-oOo-

ORDER :

Sri/Sm/Kum G SAI TEJA S/o W/o H/o G.SRINIVASULI, Hall ticket No.191204008003 Rank **1156** has been provisionally selected and appointed to the post of Engineering Assistant Gr.II vide reference 3rd read above subject to the conditions laid down therein.

In pursuance of the guidelines issued on postings from time to time he/ she hereby posted as Engineering Assistant Gr.II to CHAPIRI village secretariat of KALYANDURG Mandal of Ananthapuramu District.

He/ She is instructed to report before the Mandal Parishad Development Officer KALYANDURG Mandal and produce all the original certificates and Physical fitness Certificate issued by Medical Officer not below the rank of Civil Assistant Surgeon of a Government Hospital in original.

The Mandal Parishad Development Officer KALYANDURG Mandal, is instructed to admit the above candidate. The MPDO is further requested to verify all the original certificates and physical fitness certificate before admitting the said individual and report the date of joining of the individual to this office without fail.


 For District Collector & Chairman DSC,
 Ananthapuramu.

Superintendent - Panchayati Raj
ANANTHAPUR

To,
 The Above Individual
 The Mandal Parishad Development Officer concerned
 Copy to the Sub Treasury Officer concerned
 Copy to the District Employment officer, Ananthapuramu.
 Copy to the Chief Executive Officer, Zilla Praja Parishad, Ananthapuramu.
 Copy submitted to the Commissioner of Panchayathi Raj & Rural Development Andhra Pradesh, Tadepalli, Guntur (Dist.) for favour of information.
 Copy submitted to the Engineer-In-Chief, Panchayathi Raj, Vijayawada.

Ref.No.A4/1789/2019/DSC-2019.

Dated:05.11.2019.

Sub:- Village Administration - Revenue Department - DSC-2019 - Recruitment to the post of Village Revenue Officer (Grade-II) - Provisionally Appointed in the post of Village Revenue Officer (Gr-II) in the A.P. Village Revenue Officers Services and allotted to **B.Mattam** Mandal - Posting Orders - Issued.

Read:- 1.Government of A.P., Revenue Department Notification No.Ser.IV(1)/216/2019, Dated:26.07.2019.

2.District Collector & Chairman DSC-2019 Y.S.R. District, Proceedings Ref.No.1789/DSC-2019, Dated.02.11.2019

3.G.O.Ms.No.415, Revenue (Ser.III) Department Dated.26.09.2019.

ORDER:-

In pursuance of the orders contained in the references 1st & 3rd read above and as per the appointment orders issued vide reference 2nd read above by the Chairman and the District Collector, District Selection Committee - 2019 Y.S.R. District for Recruitment of post of **Village Revenue Officer (Grade-II)**, **Sri/Smt./Kum. GURAM SREEVANI S/o, D/o GURAM SIDDIAIAH** Hall ticket No. **191105004003** who has been provisionally appointed as Village Revenue Officer Grade-II, is hereby posted to **Munelli Village Secretariat, B.Mattam Mandal** as per the option of the individual. He/She is temporarily appointed as Village Revenue Officer, Grade-II in the A.P. Village Revenue Officers Services, in the consolidated pay of Rs.15,000/- per month and he/she should follow the conditions issued in the appointment order 1 to 13 paras, and instructions issued by the Government from time to time, under the Administrative control of the Revenue Departmental Officers.

The individual is directed to report before the Panchayat Secretary, **Munelli Village Secretariat, B.Mattam Mandal**, duly submitting (1) set of photo copies of all certificates that are uploaded to website, and Physical Fitness Certificate issued by the Civil Assistant Surgeon of a Government Hospital in Original within (30) days from the date of receipt of these orders, failing which the appointment now ordered shall be treated as automatically cancelled. Further, he/she is directed to submit all the original certificates to the concerned Tahsildar of the Mandal invariably. The above individual is informed that, if any certificates produced by him/her found false at a later date, then he/she is liable for criminal action besides removal from service without any prior notice.

The Panchayat Secretary, **Munelli Village Secretariat, B.Mattam Mandal** is requested to admit the individual at the place of posting and obtain the required certificates from the individual and intimate the date of joining of the individual with F.N/A.N. immediately to this office and he/she is directed to extract the work as per the Job Chart prescribed for the post, which is appended herewith.

For Collector & Chairman
District Selection Committee,
Y.S.R. DISTRICT, KADAPA.

05/11/19
AO.

To

Sri/Smt./Kum. **GURAM SREEVANI S/o, D/o GURAM SIDDIAIAH.**

The Panchayat Secretary, **Munelli Village Secretariat, B.Mattam Mandal.**

Copy to the /Tahsildar/Mandal Parishad Development Officer, **B.Mattam Mandal.**

Copy to ATO/STO Concerned.

Copy to the Chief Executive Officer, ZPP, Kadapa.

Copy to the District Employment Officer, Kadapa.

Copy to Stock File.

Copy Submitted to the CCLA, A.P., Vijayawada for favour of Kind information.

159X/A0136

GOVERNMENT OF ANDHRA PRADESH

PROCEEDINGS OF REGIONAL DIRECTOR OF MUNICIPAL
ADMINISTRATION & CHAIRMAN, REGIONAL LEVEL
COMMITTEE
ANANTHAPUR

Present : Sri / Smt S. ALEEM BASHA

Rec.No. 754/2019/A2/DSC-2019/

Dated: /2019



J. Prakash

-:0:-

**Sub : Estt-Ward Secretaries - Appointment of JOGI PRIYANAKA as Ward
Planning & Regulation Secretary (Grade-II) in KURNOOL District
- Orders - Issued.**

- Read :**
1. G.O. Ms. No. 217 MA & UD Dept., Dt. 20.07.2019
 2. G.O. Rt. No. 523 MA & UD Dept., Dt. 21.08.2019
 3. Recruitment **NOTIFICATION NO. 05/2019, DATED:
26.07.2019**
 4. G.O. Ms. No. 591 MA & UD Dept., Dt. 17.09.2019.
 5. Minutes of the District Level Committee **4662/2019-G1
,Dt. 29-SEP-2019**
 6. Minutes of the Regional Level Committee **754/2019/A2
,Dt. 29-SEP-2019**

-:0:-

ORDERS :

Consequent upon selection by the District Level Committee and approval Regional level committee vide reference 5th and 6th read above, Sri/Smt Jomari JOGI PRIYANAKA S/o,D/O,W/o J SIVANNA (HT No:191311000665) is hereby provisionally appointed as **Ward Planning & Regulation Secretary (Grade-II) in KURNOOL DISTRICT** in the existing vacancy subject to the following terms and conditions:



HRD/3T/19-20/13026352

Mr. Sudharshan Babu Kothapalle
Candidate ID: 13026352
2-207,
Ramatheertham
Kurnool - 518176
Andhra Pradesh
India
Ph: (91) 70361 02186

September 5, 2019

Dear Sudharshan Babu,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Digitally signed by RICHARD LOBO
Date: 2019.09.05 22:48:47 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/13026352

September 5, 2019

Mr. Sudharshan Babu Kothapalle
Candidate ID: 13026352
2-207,
Ramatheertham
Kurnool - 518176
Andhra Pradesh
India
Ph: (91) 70361 02186

Dear Sudharshan Babu,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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

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

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

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

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

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

Basket of Allowances (BOA)

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

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

National Pension Scheme

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

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

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

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

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

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

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

Other terms and conditions

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

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

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

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

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

Date: _____, 20____

Sign your name

Print your name Location

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

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------------|
| NAME | Mr. Sudharshan Babu Kothapalle |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| | |
|--|-----|
| 2. ANNUAL COMPONENT | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| | |
|--------------------------------------|---------------|
| 3. RETIRAL BENEFITS | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| * The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act | | | | |

ANNEXURE- II
(Compensation post Unit allocation)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------------|
| NAME | Mr. Sudharshan Babu Kothapalle |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| | |
|--|-----|
| 2. ANNUAL COMPONENT | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| | |
|---|---------------|
| 3. RETIRAL BENEFITS | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (FGS) (1+2+3) | 25,000 |

| 4. INCENTIVE COMPONENTS | At an indicative Payout of 5% | At an indicative Payout of 10% | At an indicative Payout of 20% |
|---|-------------------------------|--------------------------------|--------------------------------|
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI) | 1,250 | 2,500 | 5,000 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS) | | | 26,250 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS) | | | 27,500 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS) | | | 30,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| * The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act | | | | |



GRSENC/2019-20

Date: 20/06/2019

TO WHOMSOEVER IT MAY CONCERN

Subject: Appointment Letter

Dear Mr. Mohammed Aish

We have pleasure in confirming your appointment as Site Engineer - Civil at Kurnool and expect you to report on 1st July 2019 at our office. The duties and responsibilities that you would be expected to carry out will be explained to you in detail.

Salary: Rs. 15000 per month

Thank you.

Yours faithfully,

for GRS Engineering and Constructions

(M Srinivasula Reddy)

MD - GRS Engg. & Constructions

GRS



BHAS ENGINEERING AND CONSTRUCTIONS

Ref: BHAS/B-Rev 04/19

Date: 28 June 2019

To
Manugonda Madhu Krishna
B.Tech Civil Engineering
G Pulla Reddy Engineering College (A)
Kurnool

Subject: Appointment Letter

Dear Mr. Madhu Krishna,

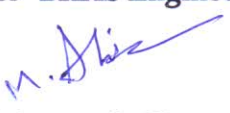
We have pleasure in confirming your appointment as Site Engineer - Civil subject to the terms and conditions of your contract of employment as well as the company's policies and procedures.

Place of employment: Electronic city Site, Bangalore
Commencement date: 8th July 2019

Salary: Rs. 1, 80,000 per annum CTC

Thank you.

Yours faithfully,
For "BHAS Engineering and Constructions"


Mahammad Ali
Commercial Director
+91 98 66 48 28 07

2/339-c, Akkayapalli
Near D.M.H.O. Office
R.V.Nagar, Kadapa - 516003
Andhra Pradesh - India
Mobile: +91 99 66 00 41 97

Flat No. 07, Ganesh Nilayam
Near ITI College, Medchal
Secunderabad - 501401
Andhra Pradesh - India
Mobile: +91 85 00 85 99 88

#281, 10th Cross
Vishwapriya Nagar, Begur
Bangalore - 560 068
Karnataka - India
Mobile: +91 98 66 48 28 07

Email : info@bhasgroup.com



BHAS ENGINEERING AND CONSTRUCTIONS

Ref: BHAS/B-Rev 05/19

Date: 28 June 2019

To

Medara Raja Sekhar
B.Tech Civil Engineering
G Pulla Reddy Engineering College (A)
Kurnool

Subject: Appointment Letter

Dear Mr. Medara Raja Sekhar

We have pleasure in confirming your appointment as Site Engineer - Civil subject to the terms and conditions of your contract of employment as well as the company's policies and procedures.

Place of employment: Electronic city Site, Bangalore

Commencement date: 8th July 2019

Salary: Rs. 1, 80,000 per annum CTC

Thank you.

Yours faithfully,

For "BHAS Engineering and Constructions"

Mohammad Ali
Commercial Director
+91 98 66 48 28 07

2/339-c, Akkayapalli
Near D.M.H.O. Office
R.V.Nagar, Kadapa - 516003
Andhra Pradesh - India
Mobile: +91 99 66 00 41 97

Flat No. 07, Ganesh Nilayam
Near ITI College, Medchal
Secunderabad - 501401
Andhra Pradesh - India
Mobile: +91 85 00 85 99 88

#281, 10th Cross
Vishwapriya Nagar, Begur
Bangalore - 560 068
Karnataka - India
Mobile: +91 98 66 48 28 07

Email : info@bhasgroup.com

GOVERNMENT OF ANDHRAPRADESH - PANCHAYAT RAJ DEPARTMENT
OFFICE OF THE DISTRICT COLLECTOR & CHAIRMAN, DSC
KURNOOL DISTRICT

Lr.No.DSC1112/20/191205004065. Date:10/12/2019

CALL LETTER TO ATTEND CERTIFICATE VERIFICATION
TO THE POST OF VILLAGE SURVEYOR (GRADE-I")
(DSC NOTIFICATION No NOTIFICATION NO.01/2019, DT: 26/07/2019)

It is to inform that you are provisionally called for Certificate Verification to the Post of VILLAGE SURVEYOR (GRADE-111) vide NOTIFICATION NO.01/2019, DT: 26/07/2019 of DSC in DEPARTMENT OF REVENUE (SURVEY& LAND RECORDS) (General Recruitment) in KURNOOL district.

Sri/Smt/Kum M. Yaswanthi, bearing HT No. 191205004085 is hereby informed to upload all required certificates to the Grama-sachivalayam website, before attending the certificate verification in person. In case of any difficulty in uploading the certificates into website, you may upload all the certificates soon after physical verification by the concerned authorities is completed. You are requested to attend the Certificate Verification by 3:00 PM on

11/12/2019 in the Office of Spandana Center, Dist. Collectorate compound, Kurnool district along with your Photo ID Card and the following Certificates in Original without fail. Except candidate, no other person is allowed inside the Verification Hall.

1. Two copies of the application form which was uploaded to the website.
2. Two photos, on the rear side of which candidate details shall be given
3. Copy of Hall Ticket
4. Date of Birth Certificate or 10th class pass certificate
5. Certificates of all Education qualifications
6. School Study Certificates 4th to 10th Class
7. Latest Community Certificate issued by the competent authority
8. Medical Certificates for PH Candidates, issued by competent Board/Authority
 - a) Medical Certificate for Blind (For VH)
 - b) Certificate of Hearing Disability and Hearing Assessment (For HH)
 - c) Medical Certificate in respect of Orthopedically Handicapped Candidates (For OH)
9. Sports Merit certificates (In case of candidates selected under sports quota)
10. Ex-service Men Certificates (In case of Candidates Selected under Ex- Service Men Quota) issued by competent Unit Head
11. Creamy Layer Certificate (For all BC Candidates)
12. Residence Certificate, if you are claiming local status as private candidate
13. Duly filled & signed Antecedent Verification form downloaded from candidate's log-in
14. Certificate of experience issued by competent district head of the dept including length of service/weightage marks, if any.
15. Two sets of prints/photocopies of all Certificates that are uploaded to website (when uploaded Certificates are printed, Hall Ticket no. of the candidate is also printed. Only such copies that have Hall Ticket no. printed are accepted) duly attested by the candidate.

159X1A0152
2018-19
(12)

GOVERNMENT OF ANDHRAPRADESH - PANCHAYAT RAJ DEPARTMENT
OFFICE OF THE DISTRICT COLLECTOR & CHAIRMAN, DSC
ANANTHAPUR DISTRICT

Lr.No.DSC/112/20/191205004065. Date:10/12/2019

CALL LETTER TO ATTEND CERTIFICATE VERIFICATION
TO THE POST OF VILLAGE SURVEYER (GRADE-III)
(DSC NOTIFICATION No NOTIFICATION NO.01/2019, DT: 26/07/2019)

It is to inform that you are provisionally called for Certificate Verification to the Post of VILLAGE SURVEYER (GRADE-III) vide NOTIFICATION NO.01/2019, DT: 26/07/2019 of DSC in DEPARTMENT OF REVENUE (SURVEY & LAND RECORDS) (General Recruitment) in ANANTHAPUR district.

Sri/Smt/Kum MALLELA ASWINI, bearing HT No. 191205004065 is hereby informed to upload all required certificates to the Grama-sachivalayam website, before attending the certificate verification in person. In case of any difficulty in uploading the certificates into website, you may upload all the certificates soon after physical verification by the concerned authorities is completed. You are requested to attend the Certificate Verification by 3:00 PM on 11/12/2019 in the Office of Spandana Center, Dist. Collectorate compound, Ananthapuramu, ANANTHAPUR district along with your Photo ID Card and the following Certificates in Original without fail. Except candidate, no other person is allowed inside the Verification Hall.

1. Two copies of the application form which was uploaded to the website.
2. Two photos, on the rear side of which candidate details shall be given
3. Copy of Hall Ticket
4. Date of Birth Certificate or 10th class pass certificate
5. Certificates of all Education qualifications
6. School Study Certificates 4th to 10th Class
7. Latest Community Certificate issued by the competent authority
8. Medical Certificates for PH Candidates, issued by competent Board/Authority
 - a) Medical Certificate for Blind (For VH)
 - b) Certificate of Hearing Disability and Hearing Assessment (For HH)
 - c) Medical Certificate in respect of Orthopedically Handicapped Candidates (For OH)
9. Sports Merit certificates (In case of candidates selected under sports quota)
10. Ex-service Men Certificates (In case of Candidates Selected under Ex- Service Men Quota) issued by competent Unit Head
11. Creamy Layer Certificate (For all BC Candidates)
12. Residence Certificate, if you are claiming local status as private candidate
13. Duly filled & signed Antecedent Verification form downloaded from candidate's log-in
14. Certificate of experience issued by competent district head of the dept including length of service/weightage marks, if any.
15. Two sets of prints/photocopies of all Certificates that are uploaded to website (when uploaded Certificates are printed, Hall Ticket no. of the candidate is also printed. Only such copies that have Hall Ticket no. printed are accepted) duly attested by the candidate.

16. Other Certificates, if any mentioned in Application

Note:

- 1.This intimation is only for Certificate Verification and doesn't confer any right whatsoever to claim job.
- 2.If any candidate failed to attend for Certificate Verification on the above date, will forfeit their candidature and the next candidate in merit in the respective category / community will be considered.
- 3.If any candidate fails to produce any one of the certificate(s) and the particulars furnished in the application do not tally with the original documents produced by the candidate, the candidature will be rejected / disqualified without any further correspondence.

Sd/-,
COLLECTOR & CHAIRMAN,
District Selection Committee,
ANANTHAPUR District.

To,
The Individual Concerned through website/email

M. Naga Jyothi

-:0:-

Sub : Estt-Ward Secretaries - Appointment of **MEDAM NAGA JYOTHI** as **Ward Amenities Secretary (Grade-II)** in **KURNOOL** District -
Orders - Issued.

- Read :
1. G.O. Ms. No. 217 MA & UD Dept., Dt.20.07.2019
 2. G.O. Rt. No. 523 MA & UD Dept., Dt. 21.08.2019
 3. Recruitment **NOTIFICATION** NO. 02/2019,
DATED:26.07.2019
 4. G.O. Ms. No. 591 MA & UD Dept., Dt. 17.09.2019.
 5. Minutes of the District Level Committee
,Dt. /2019
 6. Minutes of the Regional Level Committee
,Dt. /2019

-:0:-

ORDERS :

Consequent upon selection by the District Level Committee and approval of Regional level committee vide reference 5th and 6th read above, Sri/Smt/Kumari **MEDAM NAGA JYOTHI** S/o,D/O,W/o **MEDAM RAMA SUBBA REDDY** (HT No:191304002096) is hereby provisionally appointed as **Ward Amenities Secretary (Grade-II)** in **KURNOOL DISTRICT** in the existing vacancy subject to the following terms and conditions:

- 1) That the appointment is purely temporary and is likely to be terminated at any time without prior notice and without assigning any reasons there for.

30/09/2019

159x/A0161

101305007158_Village Surveyor (Grade-III)

GOVERNMENT OF ANDHRA PRADESH
OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE, KURNOOL DISTRICT
PROCEEDINGS OF THE CHAIRMAN, DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019

Present : Sri / Smt Sri G. Veerapandian, IAS

Rc.No.A1/297/2019/DSC-2019/

Dated: /2019



M. K. S. K. S.

-:0:-

ORDERS :

Sub : Recruitment of Posts to Village Secretariats - DSC-2019 - Provisional offer of Appointment in the **A.P. SURVEY & LAND RECORDS SUBORDINATE SERVICE** - Appointment Orders - Selection to the post of **Village Surveyor (Grade-III)** - Orders issued.

- Read :**
1. G.O.Ms.No.110, PR & RD Dept (MDL-1), dated:19-07-2019.
 2. Recruitment **NOTIFICATION NO.01/2019, DT: 26/07/2019** for the Post of **Village Surveyor (Grade-III)**
 3. Hon'ble High Court's Orders in W.P. Nos.12977/2019,13885/2019, 13898/19, 14015/19, 13990/19, and 14000/2019.
 4. Hon'ble High Court's Orders in Writ Appeal No. 282/2019 and Writ Appeal 310/2019.
 5. Member Convenor DSC - 2019, Letter No : **A1/297/2019, Dated : .09.2019 ,Dated: /2019**

-:0:-

Consequent upon your selection by the District Selection Committee and approval of the Competent Authority viz., Collector and Chairman, District Selection Committee in the reference 5th cited Sri/Smt/Kumari **MOODE KASI NAIK S/o,D/O,W/o MOODE ACHU NAIK** (HT No:191305007158) is hereby provisionally appointed as **Village Surveyor (Grade-III)** and directed to report at Assistant Director, District Survey and Land Records, Collectorate complex, Kurnool - 9866169505 on 1.10.2019 at 10.00 A.M upon accepting the following Terms and Conditions:-

1. You are hereby offered provisional appointment to **Village Surveyor (Grade-III)** in the **DEPARTMENT OF REVENUE (SURVEY & LAND RECORDS)**

**GOVERNMENT OF ANDHRAPRADESH - PANCHAYAT RAJ DEPARTMENT
OFFICE OF THE DISTRICT COLLECTOR & CHAIRMAN, DSC
KURNOOL DISTRICT**

Lr.No.DSC/113/20/191305007548. Date:05/11/2019

**CALL LETTER TO ATTEND CERTIFICATE VERIFICATION
TO THE POST OF VILLAGE SURVEYER (GRADE-III)
(DSC NOTIFICATION No NOTIFICATION NO.01/2019, DT: 26/07/2019)**

It is to inform that you are provisionally called for Certificate Verification to the Post of **VILLAGE SURVEYER (GRADE-III)** vide NOTIFICATION NO.01/2019, DT: 26/07/2019 of DSC in DEPARTMENT OF REVENUE (SURVEY & LAND RECORDS) (General Recruitment) in KURNOOL district.

Sri/Smt/Kum **MUTHUKURU PRAVEEN KUMAR**, bearing HT No. 191305007548 is hereby informed to upload all required certificates to the Grama-sachivalayam website, before attending the certificate verification in person. In case of any difficulty in uploading the certificates into website, you may upload all the certificates soon after physical verification by the concerned authorities is completed. You are requested to attend the Certificate Verification by 10:00 AM on 06/11/2019 in the Office of COLLECTORATE COMPLEX, O/O ASSISTANT DIRECTOR, SURVEY & LAND RECORDS, KURNOOL, KURNOOL district along with your Photo ID Card and the following Certificates in Original without fail. Except candidate, no other person is allowed inside the Verification Hall.

1. Two copies of the application form which was uploaded to the website.
2. Two photos, on the rear side of which candidate details shall be given
3. Copy of Hall Ticket
4. Date of Birth Certificate or 10th class pass certificate
5. Certificates of all Education qualifications
6. School Study Certificates 4th to 10th Class
7. Latest Community Certificate issued by the competent authority
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 - a) Medical Certificate for Blind (For VH)
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12. Residence Certificate, if you are claiming local status as private candidate
13. Duly filled & signed Antecedent Verification form downloaded from candidate's log-in
14. Certificate of experience issued by competent district head of the dept including length of service/weightage marks, if any.
15. Two sets of prints/photocopies of all Certificates that are uploaded to website (when uploaded Certificates are printed, Hall Ticket no. of the candidate is also printed. Only such copies that have Hall Ticket no. printed are accepted) duly attested by



GPREC Placement Office <placementoffice@gprec.ac.in>

Fwd: Letter of Intent - SUDHARSHAN BABU KOTHAPALLE - Ref. No.: 8475955

Sudharshan babu Kothapalle <sudharshanksb@gmail.com>

Tue, Feb 12, 2019 at 7:16 AM

To: placementoffice@gprec.ac.in

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

From: <careers@wipro.com>

Date: 29-Jan-2019 8:03 PM

Subject: Letter of Intent - SUDHARSHAN BABU KOTHAPALLE - Ref. No.: 8475955

To: <sudharshanksb@gmail.com>

Cc:

Campus - Letter Of Intent

29-Jan-2019

Dear SUDHARSHAN BABU KOTHAPALLE,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

| Component | Amount (INR) |
|---|-----------------|
| Basic | 11,667 |
| HRA | 5,834 |
| Bonus | 2,333 |
| Wipro Benefits Plan(WBP) | 5,254 |
| Total Fixed Cash | 25,088 |
| PF (Employer Contribution) | 1,400 |
| Gratuity | 620 |
| Total Fixed Compensation | 27,108 |
| Other Compensation Benefits | |
| Health benefit(Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,459 |
| Target Cost to Company per month | 29,167 |
| Total Cost to Company per annum | 3,50,004 |

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com