



SAROJINI NAIDU VANITA MAHA VIDYALAYA

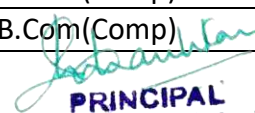
COLLEGE FOR WOMEN, AFFILIATED TO OSMANIA UNIVERSITY

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NAAC Accredited 3rd Cycle

LIST OF PLACEMENTS FOR THE A.Y 2018-19

S. No	Year	Name of the student placed	Program graduated from
1	2018-19	Swetha Sutrave	B.Com(Comp)
2	2018-19	Zehra	B.Com(Comp)
3	2018-19	Mounika Kompally	B.Com(Comp)
4	2018-19	Talari Sona	B.Com(Comp)
5	2018-19	K.Kavya	BSC
6	2018-19	A.Anusha	BSC
7	2018-19	Madhu	BSC
8	2018-19	Sirisha	BSC
9	2018-19	B.Rishika	BSC
10	2018-19	T.Vaishnavi	BSC
11	2018-19	T.Srilekha	BSC
12	2018-19	Ashwini Hotker	BSC
13	2018-19	D.Deepika	BSC
14	2018-19	K.Manjula	BSC
15	2018-19	M.Soniya	BSC
16	2018-19	J.Sahithi	BSC
17	2018-19	J.Bhavani	BSC
18	2018-19	Juveriya Fatima	BSC
19	2018-19	A.Ranjana	BSC
20	2018-19	U.Vasntha	BSC
21	2018-19	M.Swathi	B.Com(Gen)
22	2018-19	Utkarsha Singh	B.Com(Gen)
23	2018-19	P.Shruthi	B.Com(Gen)
24	2018-19	R.Deepali	B.Com(Gen)
25	2018-19	T.Meenakshi	B.Com(Gen)
26	2018-19	N.Kajol Kiran	B.Com(Gen)
27	2018-19	Suroor	B.Com(Gen)
28	2018-19	K.Vaishali	B.Com(Gen)
29	2018-19	K.Mounika	B.Com(Comp)
30	2018-19	G.Mamta	B.Com(Comp)
31	2018-19	B.Swapna	B.Com(Comp)
32	2018-19	Rajeshwari Vyas	B.Com(Comp)
33	2018-19	S.Varsha	B.Com(Comp)
34	2018-19	M.Umarani	B.Com(Comp)
35	2018-19	K.Sindoori	B.Com(Comp)
36	2018-19	Ceemala Keerthana	B.Com(Comp)
37	2018-19	H.Preethi	B.Com(Comp)
38	2018-19	W.Vaishnavi	B.Com(Comp)


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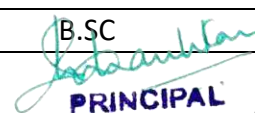
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39	2018-19	K Manjula	B.Com(Comp)
40	2018-19	R.Shivani	B.Com
41	2018-19	Nikitha Dakara	B.Com
42	2018-19	A.Niveditha	MA English
43	2018-19	Karishma Tarannum	MA English
44	2018-19	Syeda Zunaira	B.Com
45	2018-19	Hajera Afzal	B.Com
46	2018-19	Nikhath Fatima	B.Com
47	2018-19	Shafiya Anwar	MA English
48	2018-19	Shirish Narlapuram	B.SC
49	2018-19	Vidya Bomma	B.SC
50	2018-19	Sai Bindhu Reddy	B.SC
51	2018-19	T.Chaitanya	B.SC
52	2018-19	Ponugoti Pallavi	B.SC
53	2018-19	G.Durga Kalyani	B.SC
54	2018-19	M.Pavani	B.SC
55	2018-19	G.Pravallika	B.SC
56	2018-19	Suryawansh Jyothi Raj	B.SC
57	2018-19	BAsanthi Vaishnavi	B.SC
58	2018-19	Radhika Kale	B.SC
59	2018-19	K.Supriya	B.SC
60	2018-19	S.Vijaya Lakshmi	B.SC
61	2018-19	Deeksha Gowlikar	B.SC
62	2018-19	D.Akhila	B.SC
63	2018-19	S.Deepthi	B.SC
64	2018-19	B.Shirisha	B.SC
65	2018-19	Bottu.Swapna	B.SC
66	2018-19	Suroor Ghaida Al-Moudi	B.SC
67	2018-19	Nikitha Dakarapu	B.SC
68	2018-19	G.Akshita	B.SC
69	2018-19	C.Varsha Pandiyan	B.SC
70	2018-19	S.Srilatha	B.SC
71	2018-19	Swathi Singh	B.SC
72	2018-19	M.Amani	B.SC
73	2018-19	J.Maheshwari	B.SC
74	2018-19	Dasapathi Pravalika	B.SC
75	2018-19	Kamala Manoja	B.SC
76	2018-19	Komal Thakur	MBA
77	2018-19	Farheen	B.SC
78	2018-19	Sandhya	B.SC
79	2018-19	Muskaan Begum	B.SC


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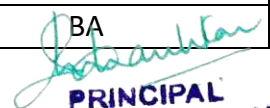
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80	2018-19	Divya Kalyani	B.SC
81	2018-19	Gogikar Neha	B.SC
82	2018-19	Jhansi Bellari Chenna	B.SC
83	2018-19	Dharne Rithika	B.SC
84	2018-19	Attem Sreeshma	B.SC
85	2018-19	Shilpa Pandargery	B.SC
86	2018-19	Pooja	B.SC
87	2018-19	Prerna Dave	B.SC
88	2018-19	Pampari Bhavana	B.SC
89	2018-19	Kodarapu Santosha	B.SC
90	2018-19	K Manasa	B.SC
91	2018-19	Gaddam Pravalika	B.SC
92	2018-19	J.Namratha	B.SC
93	2018-19	H.Uma Maheshwari	B.SC
94	2018-19	A.Keerthi Reddy	B.SC
95	2018-19	V.Uma	B.SC
96	2018-19	E.Akhila	B.SC
97	2018-19	Ch.Laxmi	B.SC
98	2018-19	Rekha Lambe,	B.COM
99	2018-19	Silamkoti Bhavani,	B.COM
100	2018-19	Anmishetty Anusha	B.COM
101	2018-19	Pratibha Singh	B.COM
102	2018-19	Poonam Agalduty	B.COM
103	2018-19	Sharmin Dhanani	B.COM
104	2018-19	Roopasri Jummerath	B.COM
105	2018-19	Swapna Bottu	B.COM
106	2018-19	Jeedimetla Maheshwari	B.COM
107	2018-19	Insiya Murtuza Hussain Ravat	B.SC
108	2018-19	Vardha Khan	B.SC
109	2018-19	Srilekha.T	B.SC
110	2018-19	Vaishnavi	B.SC
111	2018-19	Anora Ranjana	B.SC
112	2018-19	JayeBAye Sahithi	B.SC
113	2018-19	Madagalle Swathi	B.SC
114	2018-19	Bottu Swapna	B.SC
115	2018-19	BA santi	B.SC
116	2018-19	G.Mamatha	B.SC
117	2018-19	N.Kajolkiran	B.SC
118	2018-19	Rajnale Deepali	B.SC
119	2018-19	Udari Vasantha	B.SC
120	2018-19	Niharika	BA


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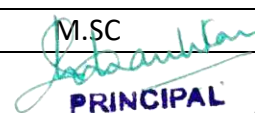
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121	2018-19	A.Subha Sree	BA
122	2018-19	S. Varsha	BA
123	2018-19	Rajeshwari	BA
124	2018-19	M.Uma Rani	BA
125	2018-19	Munnuru Soniya	BA
126	2018-19	Kurma Manjula	BA
127	2022-23	Greeshma	BSC
128	2022-23	Swathi Singh	B Com(Computer)
129	2022-23	Apoorwa	MBA
130	2022-23	M. Sravya	MBS
131	2022-23	M. Soumya	MBA
132	2022-23	Marati Kavya	MBA
133	2022-23	N. Asha Jyothi	MBA
134	2022-23	Bushra Anjum	MBA
135	2018-19	J.Chaithanya	B.SC
136	2018-19	Amatur Rahman	B.COM
137	2018-19	Dheeraja Krishna	B.COM
138	2018-19	Jillika Kumari Jena	B.COM
139	2018-19	Roopasri Jummerath	B.SC
140	2018-19	Sari Sruthi Ssl	B.SC
141	2018-19	Madhunala Prasanna	B.SC
142	2018-19	B.Hema Jyothi	B.SC
143	2018-19	S.Meghana	B.SC
144	2018-19	Nallangi Kalyani	B.SC
145	2018-19	Suroor	B.COM
146	2018-19	A Soumya	B.SC
147	2018-19	Kavya Shri	B.SC
148	2018-19	Ranjana	B.SC
149	2018-19	S Swetha	(B.Com Comp)
150	2018-19	Zehra Qureshi	(B.Com Comp)
151	2018-19	A Sai Rachana	B.SC
152	2018-19	G Deeksha	(B.Com Comp)
153	2018-19	R Sanjana	(B.Com Comp)
154	2018-19	M Swathi	(B.Com Gen)
155	2018-19	Anshita Dixit	(B.Com Comp)
156	2018-19	Kalikota Ravali	M.SC
157	2018-19	Shanigarapu Himaja	M.SC
158	2018-19	Qudsiya TaBAssum	M.SC
159	2018-19	Bura Sinduja	M.SC
160	2018-19	R.Bhavani	M.SC
161	2018-19	Sara Masood	M.SC


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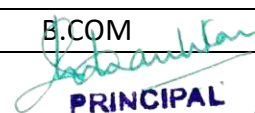
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162	2018-19	Syeda Rabia Fatima	M.SC
163	2018-19	Burra Hima Bindu	M.SC
164	2018-19	Kanchumarthi Divya	M.SC
165	2018-19	Sheema Fatima	M.SC
166	2018-19	Yalagandhula Bhargavi	M.SC
167	2018-19	Noora Nausheen	M.SC
168	2018-19	Duadella Indraja	M.SC
169	2018-19	Farahnaz Begum	M.SC
170	2018-19	Sree Rama Hari Priya	M.SC
171	2018-19	Nisma Samreen	M.SC
172	2018-19	G.Shireesha	M.SC
173	2018-19	Uzma Yasmeen	M.SC
174	2018-19	Syeda Zehra Fatima	M.SC
175	2018-19	Zaidi	M.SC
176	2018-19	Sadiya Sultana	M.SC
177	2018-19	Naseem Unnisa	M.SC
178	2018-19	Nabeeia Begum	M.SC
179	2018-19	Farhana Begum	M.SC
180	2018-19	Sana TaBAssum	M.SC
181	2018-19	Mahroush Siddiqua	M.SC
182	2018-19	Rana Fatima	M.SC
183	2018-19	B.Radhika	B.Com
184	2018-19	T Ambica	B.Com
185	2018-19	Busa Divya	B.Com
186	2018-19	Priyanka Venna	B.Com
187	2018-19	Nishat Anjum	B.Com
188	2018-19	Sudha Shree	B.Com
189	2018-19	Pooja Godhke	B.Com
190	2018-19	Soma Varalakshmi	B.Com
191	2018-19	Nandhini	B.Com
192	2018-19	Pooja Phulari	B.Com
193	2018-19	Vaishnavi Yadav	B.Com
194	2018-19	Kalyani S	B.Com
195	2018-19	Aishwarya Sahu	B.Com
196	2018-19	Shravani Tahkur	B.Com
197	2018-19	Mirza Rafa Afzaan	B.Com
198	2018-19	Harshitha T	B.Com
199	2018-19	Sreemegha Thandra	B.Com
200	2018-19	Zoha Anjum	B.Com
201	2018-19	Anusha Guvva	B.SC
202	2018-19	B.Radhika	B.COM


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203	2018-19	J.Akshita	B.COM
204	2018-19	N.Jayasree	B.SC
205	2018-19	V.Manisha	B.COM
206	2018-19	D.Srija goud	B.COM
207	2018-19	P.Subhashree Priyadarshani	B.COM
208	2018-19	priyanka venna	B.COM
209	2018-19	R.Bhavani	B.COM
210	2018-19	A.Soumya	B.SC
211	2018-19	Maimoona Ruquiya	B.COM
212	2018-19	S.Himaja	MSC
213	2018-19	Bhakti nagda	B.COM
214	2018-19	Ashwini chamala	B.SC
215	2018-19	Sneha gadige	B.SC
216	2018-19	P.Sirisha	B.COM
217	2018-19	TV.Sagarika	B.COM
218	2018-19	Y.Himasri reddy	BA
219	2018-19	A.lakshmi	B.COM
220	2018-19	G.Raga Sudha	B.SC
221	2018-19	P.Akhila	B.SC
222	2018-19	D.lahari	B.COM
223	2018-19	V Sai Keerthi	B.COM
224	2018-19	Y.Bindhu Priya	B.SC
225	2018-19	N Dheerajakrishna	B.SC
226	2018-19	Reshmakapoor	B.COM
227	2018-19	M.Shravani	B.COM
228	2018-19	Preeti A	B.COM
229	2018-19	G Deeksha	B.COM
230	2018-19	A Prathyusha	B.COM
231	2018-19	A Swarnalatha	B.COM
232	2018-19	K Varsha	B.COM
233	2018-19	K jayasree	B.COM
234	2018-19	S Nishitha Raj	B.COM
235	2018-19	Nikita ghosh	B.COM
236	2018-19	A Latha	B.SC
237	2018-19	shinde priyanka	B.SC
238	2018-19	p.hema latha	B.SC
239	2018-19	m mounika	B.COM
240	2018-19	p. ashwini	B.SC
241	2018-19	c.sai sharanya	B.SC
242	2018-19	b.bhagyashree	B.COM
243	2018-19	honeytha	B.SC


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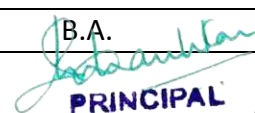
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244	2018-19	K.asha	B.COM
245	2018-19	v. harshita	B.COM
246	2018-19	syeda ruqiya	B.COM
247	2018-19	v.priyanka	B.COM
248	2018-19	soniya rahman	B.COM
249	2018-19	amreen begum	B.SC
250	2018-19	Syeda ghouse unisa	B.SC
251	2018-19	riffat anjum	B.SC
252	2018-19	zareen saBA	B.SC
253	2018-19	yasmeen khatoon	B.SC
254	2018-19	afshan parveen	B.SC
255	2018-19	t v kadamBari	B.SC
256	2018-19	anjalee chandravanshi	BA
257	2018-19	K.Aarthi	B.SC
258	2018-19	t.Bhanu	B.COM
259	2018-19	K.Pravalika	B.COM
260	2018-19	R.Manasa	B.COM
261	2018-19	Pooja Godkhe	B.COM
262	2018-19	K.Supriya	B.SC
263	2018-19	kalyani Sirigey	B.COM
264	2018-19	V. Shireesha	B.COM
265	2018-19	Parekatil Pooja Menon	B.COM
266	2018-19	regonda sravani lakshmi	B.COM
267	2018-19	Pulugujju Vijaya Deepthi	B.SC
268	2018-19	A.Arthi Yadav	B.COM
269	2018-19	Bhandare Pooja	B.Com
270	2018-19	Sandhya Sathe	B.Com
271	2018-19	A DIVYA	B.A.
272	2018-19	NIHARIKA	B.A.
273	2018-19	SYED RAZIYEH RAZA	B.A.
274	2018-19	PENDYALA ADRISTA	B.A.
275	2018-19	POOJA DUBEY	B.A.
276	2018-19	PRIYANKA KRISHNAJI	B.A.
277	2018-19	SYEDA KANEEZ E ZEHRA	B.A.
278	2018-19	LAKSHMI BIRADAR	B.A.
279	2018-19	SIRIKONDA VIJAYALAKSHMI	B.A.
280	2018-19	CHIRYALA SRILAKSHMI	B.A.
281	2018-19	A SUBASREE	B.A.
282	2018-19	NIKITHA CHAOUHAN	B.A.
283	2018-19	ZOHA FATIMA	B.A.
284	2018-19	K HARITHA	B.A.


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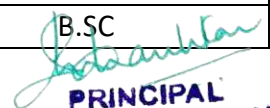
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285	2018-19	N SHILPA	B.A.
286	2018-19	P RACHNA	B.A.
287	2018-19	D SAIJYOTHIKA	B.A.
288	2018-19	J AMALA	B.A.
289	2018-19	K PRIYANKA	B.A.
290	2018-19	M MANEESHA	B.A.
291	2018-19	N BHARGAVI	B.A.
292	2018-19	G SUNANDA	B.A.
293	2018-19	E SWATHI	B.A.
294	2018-19	K LINA MARTEENA	B.A.
295	2018-19	S AKHILA BHAVANI	B.A.
296	2018-19	B ARCHANA	B.A.
297	2018-19	R SATHWIKA	B.A.
298	2018-19	P SAGARIKA	B.A.
299	2018-19	BAIKADI MAHESHWARI	B.SC
300	2018-19	BHUKYA SHIREESHA	B.SC
301	2018-19	C SHRAVYA	B.SC
302	2018-19	D GEETHA	B.SC
303	2018-19	D SRIVANI	B.SC
304	2018-19	D JAYANTHI SETTY	B.SC
305	2018-19	JADAV DIVYA SAI	B.SC
306	2018-19	JADAV PAVANI	B.SC
307	2018-19	JAMEEMA SULTHANA	B.SC
308	2018-19	J PAVANI	B.SC
309	2018-19	J SAHITHI	B.SC
310	2018-19	J BHAVANI	B.SC
311	2018-19	JUVERIYA	B.SC
312	2018-19	K PRASHANTHI	B.SC
313	2018-19	L RAMYA	B.SC
314	2018-19	MALIHA SAMREEN	B.SC
315	2018-19	LIKITHA	B.SC
316	2018-19	M RAJESHWARI	B.SC
317	2018-19	MONDAGU SWATHI	B.SC
318	2018-19	M RAJYA LAKSHMI	B.SC
319	2018-19	M SAI BRUNDA	B.SC
320	2018-19	M SHAAISTHA	B.SC
321	2018-19	MUDDAPURAM AKHILA	B.SC
322	2018-19	MULAMADA DIVYA	B.SC
323	2018-19	PALLA RADHIKAREDDY	B.SC
324	2018-19	PALUGULLA PAVANI	B.SC
325	2018-19	POLISETTI MAMATHA	B.SC


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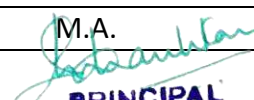
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326	2018-19	PRIYANKA JADHAV	B.SC
327	2018-19	PULIPATI VAISHNAVI	B.SC
328	2018-19	PUPPALA SHIVAPRIYA	B.SC
329	2018-19	SARIKONDA MOUNIKA	B.SC
330	2018-19	SHAGUFTA JAHAN	B.SC
331	2018-19	SHAIK SUMAIYA	B.SC
332	2018-19	SHAZIA AKHTER	B.SC
333	2018-19	SILVERU VENNELA	B.SC
334	2018-19	SIMRAN SINGH	B.SC
335	2018-19	SOLANKAR SWATHI	B.SC
336	2018-19	SOMACHARKA LAXMI PRASANNA	B.SC
337	2018-19	SYEDA QUTUB UNISSA BEGUM	B.SC
338	2018-19	SYEDA TAZEEN FATIMA	B.SC
339	2018-19	TABASSUM BEGUM	B.SC
340	2018-19	VALDAS NEELIMA	B.SC
341	2018-19	V BHAVIKA	B.SC
342	2018-19	V PRIYANKA	B.SC
343	2018-19	WAJIDA FATHIMA	B.SC
344	2018-19	P LAKSHMI SAI VASANTHA VALLI	M.A.
345	2018-19	SYEDA ZYNAIRA	M.A.
346	2018-19	JUVERIA FATIMA	M.A.
347	2018-19	NIKHAT FATIMA	M.A.
348	2018-19	KARISHMA TARANNUM	M.A.
349	2018-19	BUTOOL WAHAB	M.A.
350	2018-19	SARVANI	M.A.
351	2018-19	DANDU SHIREESHA	M.A.
352	2018-19	KATRAVAT NIKITHA	M.A.
353	2018-19	HAJERA AFZAL	M.A.
354	2018-19	AMUJURI KRUPAVATHI	M.A.
355	2018-19	K SARALA	M.A.
356	2018-19	G AISHWARYA	M.A.
357	2018-19	M SIRISHA	M.A.
358	2018-19	PRIYA BIDARKAR	M.A.
359	2018-19	TAHERA BEGUM	M.A.
360	2018-19	MOHSINA UNNISA BEGUM	M.A.
361	2018-19	AGRAWALA NIVEDITHA	M.A.
362	2018-19	MYAKAL PAWANI	M.A.
363	2018-19	SHAFIYA ANWAR	M.A.
364	2018-19	BOTHI ASHWINI	M.A.
365	2018-19	B APARNA	M.A.


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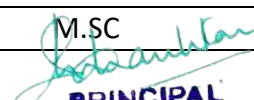
SAROJINI NAIDU VANITA MAHA VIDYALAYA

COLLEGE FOR WOMEN, AFFILIATED TO OSMANIA UNIVERSITY

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NAAC Accredited 3rd Cycle

366	2018-19	AFSHAN JABEEN	M.Com
367	2018-19	SABA TABASSUM	M.Com
368	2018-19	RAHATH FATIMA	M.Com
369	2018-19	KOLNI VAISHNAVI	M.Com
370	2018-19	GOGIKAR RUCHITHA	M.Com
371	2018-19	JARA MAMATHA	M.Com
372	2018-19	S ANUSHA	M.Com
373	2018-19	KANTEKAR USHA	M.Com
374	2018-19	MARELLI KAVYA	M.Com
375	2018-19	GUNDLA SAPNA	M.Com
376	2018-19	BAPANPALLI ROOPASRI	M.Com
377	2018-19	KARRE ROJA	M.Com
378	2018-19	GUTHI SREELATHA	M.Com
379	2018-19	RAVULAKALLU RAJINI	M.Com
380	2018-19	S SARITHA	M.Com
381	2018-19	A LAVANYA	M.Com
382	2018-19	AYESH AMOHSIN	M.Com
383	2018-19	KUDUPUGANTI LAXMITHIRURATHAM	M.Com
384	2018-19	KATHI JYOTHSNA	M.Com
385	2018-19	V BHAVANI	M.Com
386	2018-19	GAJULA SANDHYA	M.Com
387	2018-19	BOYA SUNITHA	M.Com
388	2018-19	SARVESHWARI	M.Com
389	2018-19	T BHAVANI	M.Com
390	2018-19	AKANKSHA KAGADA	M.Com
391	2018-19	RACHITA KAGADA	M.Com
392	2018-19	KAGADA NAMRATHA	M.Com
393	2018-19	CHETNA KAGADA	M.Com
394	2018-19	L NAVANITHA	M.Com
395	2018-19	DARGA SANDHYA	M.Com
396	2018-19	G JANARDHANA CHARY	M.SC
397	2018-19	M SUDHEER REDDY	M.SC
398	2018-19	J GIRA CHARY	M.SC
399	2018-19	CH NARSIMLY	M.SC
400	2018-19	PARAMESH	M.SC
401	2018-19	RAMESH	M.SC
402	2018-19	J SRIMANNARAYANA	M.SC
403	2018-19	G RAVINDER	M.SC
404	2018-19	M PRABHAKAR	M.SC
405	2018-19	P SURI BABU	M.SC


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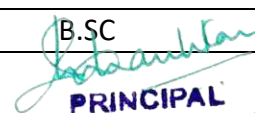
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NAAC Accredited 3rd Cycle

406	2018-19	S RAMCHANDRAIAH	M.SC
407	2018-19	V VEERAPPA	M.SC
408	2018-19	S KESHAVA RAO	M.SC
409	2018-19	D EESWAR	M.SC
410	2018-19	B SIVA SANKAR AROA	M.SC
411	2018-19	K UDAYSHEKHAR	M.SC
412	2018-19	V SATYA REDDY	M.SC
413	2018-19	K RAVALIKA	M.SC
414	2018-19	ISHRAT FATIMA	M.SC
415	2018-19	SAFIA NAZNEEN	M.SC
416	2018-19	KOMAL POKADE	M.SC
417	2018-19	SUKANYA ADAPA	M.SC
418	2018-19	T S SHOBHA	M.SC
419	2018-19	SYEDA ARJUMAND ARA	M.SC
420	2018-19	SUSHMA M	M.SC
421	2018-19	P SRILAXMI	M.SC
422	2018-19	SAEMA FAHEEM	M.SC
423	2018-19	B NIHARIKA	M.SC
424	2018-19	SAJIDA BEGUM	M.SC
425	2018-19	A GEETHA	M.SC
426	2018-19	R POORNIMA	M.SC
427	2018-19	P RAJASHREE	M.SC
428	2018-19	SAAFATH FATIMA	M.SC
429	2018-19	V JANAKI	M.SC
430	2018-19	SIDDIKHA FATHIMA	M.SC
431	2018-19	B PRATHYOSHA	M.SC
432	2018-19	B NIKITHA KUMARI	B.SC
433	2018-19	D MALATHI	B.SC
434	2018-19	D DURGA MYTHREYEE	B.SC
435	2018-19	D SANDHYA RANI	B.SC
436	2018-19	G NANDINI HEENA FATIMA	B.SC
437	2018-19	HEENA GATIMA	B.SC
438	2018-19	HUMERA NAUSHEEN	B.SC
439	2018-19	K BALASAISREE	B.SC
440	2018-19	K ARTHI	B.SC
441	2018-19	K NIHARIKA	B.SC
442	2018-19	NARSING NIKITHA	B.SC
443	2018-19	SOLANEE DEEPA	B.SC
444	2018-19	SADURLA SRAVANI	B.SC
445	2018-19	UDARI VASANTHA	B.SC
446	2018-19	YANAMANDRA N V A SIRI	B.SC


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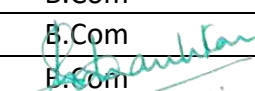
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NAAC Accredited 3rd Cycle

		CHANDANA	
447	2018-19	YASMIN ARSHIA	B.SC
448	2018-19	S SUJESHNA	B.SC
449	2018-19	VASANTHA UDARI	B.SC
450	2018-19	DARLA MALATHI	B.SC
451	2018-19	AMTUL NASEER SADIA	B.Com
452	2018-19	A SHIRISHA	B.Com
453	2018-19	NIDHI BAJAJ	B.Com
454	2018-19	B KAVYA	B.Com
455	2018-19	TEJASWARI	B.Com
456	2018-19	BASANTHI VAISHNAV	B.Com
457	2018-19	BASURKAR VARSHARANI	B.Com
458	2018-19	B SHIVANI SINGH	B.Com
459	2018-19	CHETANA YADAV	B.Com
460	2018-19	G K PRIYADARSHINI	B.Com
461	2018-19	SARA PREETI	B.Com
462	2018-19	J BABITHA	B.Com
463	2018-19	J KALYANNI	B.Com
464	2018-19	J PRIYA	B.Com
465	2018-19	J VINITHA	B.Com
466	2018-19	K SINDUJA	B.Com
467	2018-19	K RADHA	B.Com
468	2018-19	K VAISHALI	B.Com
469	2018-19	L SNEHA	B.Com
470	2018-19	M SWATHI	B.Com
471	2018-19	M DEVIKA	B.Com
472	2018-19	M DIVYA	B.Com
473	2018-19	M DEEKSHITA	B.Com
474	2018-19	M SWATHI	B.Com
475	2018-19	NEHA SINGH	B.Com
476	2018-19	N KAJAL KIRAN	B.Com
477	2018-19	N NIKITA	B.Com
478	2018-19	NOOHI FATIMA	B.Com
479	2018-19	PAYAL BIRADAR	B.Com
480	2018-19	DIVYA PARIMALA	B.Com
481	2018-19	P MEENA	B.Com
482	2018-19	P NARMADA	B.Com
483	2018-19	POOJA CHAUHAN	B.Com
484	2018-19	POONAM JAIN	B.Com
485	2018-19	POONAM SHARMA	B.Com
486	2018-19	P SHRAVANTHI	B.Com


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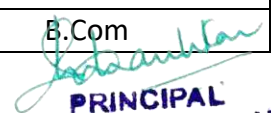
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NAAC Accredited 3rd Cycle

487	2018-19	P SHRUTHI	B.Com
488	2018-19	R SARIKA	B.Com
489	2018-19	DEEPALI R	B.Com
490	2018-19	RAKHI SIKWAL	B.Com
491	2018-19	R DURGA SINGH	B.Com
492	2018-19	SAMEERA BEGUM	B.Com
493	2018-19	SANJANA YADAV	B.Com
494	2018-19	S MANISHA	B.Com
495	2018-19	AKSHITA SHARMA	B.Com
496	2018-19	SUSHMITA SINGH	B.Com
497	2018-19	SYEDA FARZANA NUSRAT	B.Com
498	2018-19	TAHOORA FATIMA	B.Com
499	2018-19	T MEENAKSHI	B.Com
500	2018-19	UTKARSHA SINGH	B.Com
501	2018-19	V MADHAVI	B.Com
502	2018-19	VARSHA PANDIYA	B.Com
503	2018-19	KANCHAN YADAV	B.Com
504	2018-19	Y ANUSHA REDDY	B.Com
505	2018-19	AYESHA TABASSUM	B.Com
506	2018-19	B RUSHIKA	B.Com
507	2018-19	B ASHWINI YADAV	B.Com
508	2018-19	ASHWINI BIDHANIYA	B.Com
509	2018-19	B YACHANA YADAV	B.Com
510	2018-19	G MADHURI	B.Com
511	2018-19	GIRI HARSHITHA YADAV	B.Com
512	2018-19	GIRI MRUNALI	B.Com
513	2018-19	GODHA MANISHA	B.Com
514	2018-19	KURNALA SUPRIYA	B.Com
515	2018-19	MAHIMA MAHINDRAKAR	B.Com
516	2018-19	MAKNOOR AMANI	B.Com
517	2018-19	M DIVYA	B.Com
518	2018-19	M SWTHA	B.Com
519	2018-19	M SULATANA	B.Com
520	2018-19	M VAISHALI	B.Com
521	2018-19	SALONI SINGH	B.Com
522	2018-19	SAMPA SARDAR	B.Com
523	2018-19	SHREYA CHABBRA	B.Com
524	2018-19	S SRILATHA	B.Com
525	2018-19	SUROOR GHAI DA AL AMOUDI	B.Com
526	2018-19	SWETHA TIWARI	B.Com
527	2018-19	THAKUN NADINI	B.Com


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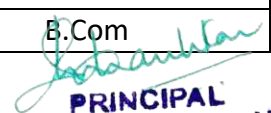
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528	2018-19	LAVANAM SANDHYA	B.Com
529	2018-19	RATAN KOMAL	B.Com
530	2018-19	ADDETLA GEETHA	B.Com
531	2018-19	ALLAMPALLY SPANDANA	B.Com
532	2018-19	BANDI ASRITHA	B.Com
533	2018-19	BELLAPU HARIPRIYA	B.Com
534	2018-19	BIJILI SHIRISHA	B.Com
535	2018-19	BOTLA PRAGATHI	B.Com
536	2018-19	BOTTU SWAPNA	B.Com
537	2018-19	CEEMALA KEERTHANA	B.Com
538	2018-19	CHAKIRI NEHA	B.Com
539	2018-19	DOROLLA PRANITHA	B.Com
540	2018-19	DUVVAPU SWAPNA PRIYA	B.Com
541	2018-19	ENGIDAY ANKITHA	B.Com
542	2018-19	FARHA SULTANA	B.Com
543	2018-19	FARHEENA TABBASUM	B.Com
544	2018-19	G SWATHI	B.Com
545	2018-19	GUGILLA ANUSHA	B.Com
546	2018-19	GUMMULA AKHILA	B.Com
547	2018-19	GUNTOJU SREELAKSHMI	B.Com
548	2018-19	H PREETHI	B.Com
549	2018-19	JEEDIMETLA MAHESHWARI	B.Com
550	2018-19	KARRE JESSIKA	B.Com
551	2018-19	KETHAVATH SWATHI	B.Com
552	2018-19	KHADABOINA DEEPIKA	B.Com
553	2018-19	K MANASA	B.Com
554	2018-19	KYAMA KAVYA	B.Com
555	2018-19	LANKA JYOTHI	B.Com
556	2018-19	MADIUM UMA RANI	B.Com
557	2018-19	MARRI GEETHANJALI	B.Com
558	2018-19	MARRI SAI GOWTHAMI	B.Com
559	2018-19	MUCHINTHALA POOJA	B.Com
560	2018-19	MUDAVATH RATHNAKUMARI	B.Com
561	2018-19	MUNNURU BHAVANI	B.Com
562	2018-19	MUPPIDI RAMYA SHREE	B.Com
563	2018-19	NASIHA FATHIMA	B.Com
564	2018-19	NEETHA SINGH	B.Com
565	2018-19	NEHA BEGUM	B.Com
566	2018-19	NITTURE RANJANA	B.Com
567	2018-19	N MAMATHA	B.Com
568	2018-19	POTHURAJU ARUNAJYOTHI	B.Com


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569	2018-19	POTHURAJU NIKHITHA	B.Com
570	2018-19	POTLA SHARMILA	B.Com
571	2018-19	PRATIBHA	B.Com
572	2018-19	PRIYANKA	B.Com
573	2018-19	P SOUNDARYA	B.Com
574	2018-19	RADHIKA KALE	B.Com
575	2018-19	RAJESHWARI VYAS	B.Com
576	2018-19	RAJPUT SANJANA	B.Com
577	2018-19	RAMAGONI JHANSI	B.Com
578	2018-19	RANGISHETTI KALYANI	B.Com
579	2018-19	RAVULA MAMATHA	B.Com
580	2018-19	R BHARGAVI	B.Com
581	2018-19	SAKSHI	B.Com
582	2018-19	SALEEMA MALIK	B.Com
583	2018-19	SANA FATIMA	B.Com
584	2018-19	SANTI NIKITHA	B.Com
585	2018-19	SAPAVAT AMULYA	B.Com
586	2018-19	SHABANA SHAHEENA BEGUM	B.Com
587	2018-19	SHAIK FARHANA TABASSUM	B.Com
588	2018-19	S SWETHA	B.Com
589	2018-19	SURYA VANSH JYOTHI RAJ	B.Com
590	2018-19	S VARSHA	B.Com
591	2018-19	SWATHI SINGH	B.Com
592	2018-19	SYEDA AMTUL FATIMA SUGRA	B.Com
593	2018-19	TALARI NAGA RANI	B.Com
594	2018-19	TALARI SONA	B.Com
595	2018-19	VARSHA RANI	B.Com
596	2018-19	VELPULA REVATHI	B.Com
597	2018-19	WAGHMARE VAISHNAVI	B.Com
598	2018-19	YARRAGUNTA DIVYA	B.Com


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Provisional Offer: BUSINESS PROCESS SERVICES

Date: 20/03/2019

Dear Ms. A. Anusha,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited (TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve-month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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.



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

A handwritten signature in black ink, appearing to read 'R. B. Sigamania'.

Rustom Beheram Sigamania
Head Talent Acquisition, TCS Business Process Services



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

Fwd: Letter of Intent - Akhila Edulakanti - Ref. No.: 9643872

1 message

Edulakanti Akhila <edulakantiakhila369@gmail.com>
To: vanita.placements@gmail.com

Mon, Feb 3, 2020 at 2:24 PM

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

From: <careers@wipro.com>

Date: 02-Feb-2020 5:44 PM

Subject: Letter of Intent - Akhila Edulakanti - Ref. No.: 9643872

To: <edulakantiakhila369@gmail.com>

Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

February 02, 2020

Dear Akhila Edulakanti,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

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

712

15,712/-
(*)

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

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,



Date:- 14-Nov-19

Subject: Expression of Interest - Campus

Dear Attem Sreeshma,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

Campus - Letter Of Intent

January 28, 2020

Dear Chintakuntla Lakshmi,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

712

15,712/-
(*)

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

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		

Second Year	17000	810	17,810/- (*)
Third Year	19000	910	19,910/- (*)
Fourth Year	23000	0	23,000/- (*)

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 - Talent Acquisition



Date:- 14-Nov-19

Subject: Expression of Interest - Campus

Dear Divya Kalyani,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
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If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

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We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



Date:- 14-Nov-19

Subject: Expression of Interest - Campus

Dear Gaddam Pravalika,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
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We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



Date:- 14-Nov-19

Subject: Expression of Interest - Campus

Dear Gogikar Neha,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



Vanita Placements <vanita.placements@gmail.com>

FINAL INTERVIEW SELECTION WITH ICICI VIA HGS

21 messages

Pravallika Pedomalla <Pravallika.Pedomalla@teamhgs.com> Sat, Mar 30, 2019 at 5:35 PM
To: "keerthana.ceemala@gmail.com" <keerthana.ceemala@gmail.com>
Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear Keerthana,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.


Meanwhile, you can be in touch with our consultant via 9100606962 / 9515998442 for any further clarification/information.

All the best and looking forward to onboard you with ICICI !!!

Nida Rahman | Assistant Manager - Talent Acquisition | Strategic New Initiatives

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Pravallika Pedomalla <Pravallika.Pedomalla@teamhgs.com> Sat, Mar 30, 2019 at 5:36 PM
To: "huplepreethi98@gmail.com" <huplepreethi98@gmail.com>
Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear H Preethi,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.

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Hyderabad – 500004 , India | +91 9704219944

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Pravallika Pedamalla <Pravallika.Pedamalla@teamhgs.com> Sat, Mar 30, 2019 at 5:37 PM
To: "vaishnaviwaghmare3205@gmail.com" <vaishnaviwaghmare3205@gmail.com>
Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear W Vaishnavi,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.

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Pravallika Pedamalla <Pravallika.Pedamalla@teamhgs.com>

Sat, Mar 30, 2019 at 5:37 PM

To: "kurmamanjula1@gmail.com" <kurmamanjula1@gmail.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear K Manjula,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.

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Pravallika Pedamalla <Pravallika.Pedamalla@teamhgs.com>

Sat, Mar 30, 2019 at 5:37 PM

To: "gaikawadmamta123@gmail.com" <gaikawadmamta123@gmail.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear G Mamta,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.

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Pravallika Pedamalla <Pravallika.Pedamalla@teamhgs.com>

Sat, Mar 30, 2019 at 5:38 PM

To: "mpavanigoud30@gmail.com" <mpavanigoud30@gmail.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear M Pavani,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

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Pravallika Pedamalla <Pravallika.Pedamalla@teamhgs.com>

Sat, Mar 30, 2019 at 5:38 PM

To: "pravallika22071999@gmail.com" <pravallika22071999@gmail.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear G Pravallika,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.


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Pravallika Pedamalla <Pravallika.Pedamalla@teamhgs.com> Sat, Mar 30, 2019 at 5:39 PM
To: "suryavanshijyothi143@gmail.com" <suryavanshijyothi143@gmail.com>
Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear Jyothi,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

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Pravallika Pedomalla <Pravallika.Pedomalla@teamhgs.com>

Sat, Mar 30, 2019 at 5:39 PM

To: "vaishnavbasanthi869@gmail.com" <vaishnavbasanthi869@gmail.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear Basanthi Vaishnav,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.

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Pravallika Pedamalla <Pravallika.Pedamalla@teamhgs.com>

Sat, Mar 30, 2019 at 5:39 PM

To: "radhikakale880@gmail.com" <radhikakale880@gmail.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear Radhika Kale,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

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Pravallika Pedomalla <Pravallika.Pedomalla@teamhgs.com>

Sat, Mar 30, 2019 at 5:39 PM

To: "kurmalasupriya66@gmail.com" <kurmalasupriya66@gmail.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear K Supriya,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

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Pravallika Pedomalla <Pravallika.Pedomalla@teamhgs.com>

Sat, Mar 30, 2019 at 5:40 PM

To: "vijayasirikonda997@gmail.com" <vijayasirikonda997@gmail.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear Vijaya Lakshmi,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

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Pravallika Pedamalla <Pravallika.Pedamalla@teamhgs.com>

Sat, Mar 30, 2019 at 5:40 PM

To: "Deekshagowlikar19@gmail.com" <Deekshagowlikar19@gmail.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear G Deeksha,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.

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Pravallika Pedamalla <Pravallika.Pedamalla@teamhgs.com>

Sat, Mar 30, 2019 at 5:40 PM

To: "dakhila612@gmail.com" <dakhila612@gmail.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear D Akhila,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.


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Pravallika Pedamalla <Pravallika.Pedamalla@teamhgs.com>

Sat, Mar 30, 2019 at 5:41 PM

To: "deepthisamkuri@gmail.com" <deepthisamkuri@gmail.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear Deepthi,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.

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Hyderabad – 500004 , India | +91 9704219944

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Pravallika Pedomalla <Pravallika.Pedomalla@teamhgs.com> Sat, Mar 30, 2019 at 5:41 PM
To: "utkarshasingh430@gmail.com" <utkarshasingh430@gmail.com>
Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear Utkarsha Singh,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.


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Pravallika Pedamalla <Pravallika.Pedamalla@teamhgs.com>

Sat, Mar 30, 2019 at 5:41 PM

To: "sirimudhiraj47@gmail.com" <sirimudhiraj47@gmail.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear Shirisha,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.

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Pravallika Pedamalla <Pravallika.Pedamalla@teamhgs.com>

Sat, Mar 30, 2019 at 5:42 PM

To: "swapna.bottu99@gmail.com" <swapna.bottu99@gmail.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear B Swapna,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.


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Pravallika Pedamalla <Pravallika.Pedamalla@teamhgs.com>

Sat, Mar 30, 2019 at 5:42 PM

To: "surooramoudi179@gmail.com" <surooramoudi179@gmail.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear Suroor,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.


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Pravallika Pedamalla <Pravallika.Pedamalla@teamhgs.com> Sat, Mar 30, 2019 at 5:42 PM
To: "nikithadakarapu@gmail.com" <nikithadakarapu@gmail.com>
Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

Dear D Nikitha,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.

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dreamgirl manjula <kurmamanjula1@gmail.com>

Sat, Mar 30, 2019 at 5:55 PM

To: Pravallika Pedomalla <Pravallika.Pedomalla@teamhgs.com>

Cc: Nida Rahman <nida.rahman@teamhgs.com>, T Rachel Jaya Rakhini <Jayarakhini.T@teamhgs.com>, Neeharika Awasthi <Neeharika.Awasthi@teamhgs.com>, Vaila Pravalika <Pravalika.Vaila@teamhgs.com>, Vanita Placements <vanita.placements@gmail.com>

On Sat, 30 Mar 2019, 5:37 pm Pravallika Pedomalla, <Pravallika.Pedomalla@teamhgs.com> wrote:

Dear K Manjula,

Congratulations for being shortlisted for the final round(s) of interview with ICICI Bank Private Limited.

As informed; we would be in touch with you till July 2019 and line you up for final round with the client basis availability of your original educational documents.

Meanwhile, you can be in touch with our consultant via 9100606962 / 9515998442 for any further clarification/information.

All the best and looking forward to onboard you with ICICI !!!

Nida Rahman | Assistant Manager - Talent Acquisition | Strategic New Initiatives



SS Central ,2nd & 3rd Floor , AC Guards Roads , Lakdikapul

Hyderabad – 500004 , India | +91 9704219944

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Driving Result. Consistently.



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 20/03/2019

Dear Ms. K. Kavya,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited (TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve-month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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.



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



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



Date:- 14-Nov-19

Subject: Expression of Interest - Campus

Dear Kavali Manasa,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team

Campus - Letter Of Intent

February 02, 2020

Dear Keerthi Anugula ,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

712

15,712/-
(*)

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

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		
Second Year		17000	810
			17,810/- (*)
Third Year		19000	910
			19,910/- (*)
Fourth Year		23000	0
			23,000/- (*)

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**



Date:- 14-Nov-19

Subject: Expression of Interest - Campus

Dear kodarapu santosha,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



APPOINTMENT LETTER

15 Sep, 2020
Komal Thakur -
H.no-8-4-369/211/196
SRT NAGAR
Hyderabad
500018

Resume ID # 2397615

Dear Komal Thakur,

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

1. Place of Employment and Timing.

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

2. Compensation and Benefits.

- 2.1 Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 168,000 (Rupees One Hundred And Sixty-eight Thousand Only)**. Other allowances / reimbursements as due to you are detailed in Annexure II.
- 2.2 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
- 2.3 You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 2.4 Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

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

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

Offer accepted by KomalThakur dated on 11 Sep 2020 10:17:12 PM



5. **Term:** Employment period shall commence on **15 Sep, 2020** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof

5a. You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by two months' notice by either party or two months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may Deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.

5b. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy.

If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated.

In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

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

7. **Confidentiality**

- 7.1 During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
- 7.2 During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
- 7.3 You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
- 7.4 You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.

Offer accepted by KomalThakur dated on 11 Sep 2020 10:17:12 PM

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0256
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

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- 7.5 You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
- 7.6 You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
- 7.7 You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
- 7.8 You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes, plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

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

8. Whilst employed by the company, you:

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

Other Provisions.

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

Offer accepted by KomalThakur dated on 11 Sep 2020 10:17:12 PM

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It is understood that your date of joining **Wipro Limited**, will not be later than **15 Sep, 2020** failing which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

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

Yours faithfully,

For **Wipro Limited**

Sandesh Kumar
Associate Vice President And Global Head - Talent Acquisition

I accept the terms of this letter. -----

(Signature)

Date:

Name:

Enclosed: Annexure I (Document Submission List)
Annexure II (Salary Break Up; Work Life Benefits; WBP Snap shot)
Annexure III (Conflict Of Interest)
Annexure IV (Personal Information Capture Signoff)
Annexure V (Consent for Random or Reasonable Suspicion Drug Test)

Offer accepted by KomalThakur dated on 11 Sep 2020 10:17:12 PM

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Annexure I Document Submission List

The following has to be submitted online through Embark, by you at the time of your joining:

1. Photocopies of all Educational Proofs
2. Photocopy Birth Certificate. (Xth Pass Certificate)
3. Release letter from previous employer / Accepted copy of the resignation letter
4. Work Experience of all the relevant work experience.
5. Salary certificate / pay slip / copy of the appointment letter with salary break-up
6. Photographs: 10 passport size.
7. Photocopy of the passport, if available.
8. Three professional References/Contacts with the detailed postal address and phone numbers.
9. Photo ID proof : PAN card/Credit card/Election Card/ID Card of School or college.

Annexure II

Name	Komal Thakur -	
Designation	Associate	
Date Of Joining	15 Sep, 2020	
Level	GROUP AA	
Annual CTC(Rs.)	420,000	
Component	In ₹ PA	In ₹ PM
Basic	168,000	14,000
House Rent Allowance	84,000	7,000
Bonus	33,600	2,800
WBP	104,719	8,727
Total Fixed Cash	390,319	32,527
PF	21,600	1,800
Gratuity	8,081	673
Total Fixed Compensation	420,000	35,000
Target Cost To Company	420,000	35,000

Offer accepted by KomalThakur dated on 11 Sep 2020 10:17:12 PM

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ANNEXURE III - CONFLICT OF INTEREST

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

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

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

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

Offer accepted by KomalThakur dated on 11 Sep 2020 10:17:12 PM

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2397615





ANNEXURE – IV

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

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

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

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

Name: _____

Signature: _____

Offer accepted by KomalThakur dated on 11 Sep 2020 10:17:12 PM

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ANNEXURE V

CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

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

I hereby **Komal Thakur** - , bearing Employee Number **2397615** consent to allow Wipro Limited (hereinafter "Wipro") to collect Sample from me for the Test.

In furtherance of the above stated:

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

SIGNED this _____ day of _____, 20__ at _____.

Name: _____

Candidate Signature: _____

Offer accepted by KomalThakur dated on 11 Sep 2020 10:17:12 PM

Registered Office:

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Benefits@Wipro - Career Level AA (Domestic Business)

Wipro Benefit Plan (WBP) provides enhanced flexibility through additional tax benefit options and makes the existing components more tax friendly. Employees can declare the components in **myWipro** on a monthly basis. The below mentioned table provides the synopsis of WBP components. Please refer to WBP Policy for further details.



Telephone/Mobile Rental Exemption

Max Amount: INR 19,800/- p.a.

The amount incurred by you towards phone rent related expenses is eligible for tax exemption.



Children's Education Allowance

Max Amount: INR 100/- per child per month & INR 400/- if the child is in hostel.

Education Allowance for employee children



National Pension Scheme (NPS)

Max Amount: Employees can contribute within a range of 5% - 10% of their Basic Salary

NPS is a channel for long-term financial planning which gives employees an opportunity to make disciplined savings for a secured Financial standing post retirement.



Group Allowance

Max Amount: Balancing figure

The payout will be in the form of Group Allowance in pay slip.

Performance & Behavior Linked Allowances



Shift Bonus

- Paid monthly and is governed by the adherence to the daily roster & shift timing
- Amount will range from INR 0/- to INR 1,250/- (pm) depending on shift type



Client Incentives

Client sponsored incentives (as applicable) aimed at rewarding excellence in performance delivery

Education & Skills Enhancement Benefits



Education Enhancement Scheme (SEED)

- Company facilitates self-paid learning opportunities through a range of educational programmes
- Affiliation with reputed institutes
- Cost of program reimbursed by company
- Reward by way of percentage raise in compensation also

Offer accepted by KomaThakur dated on 11 Sep 2020 10:17:12 PM

Work Life Benefits



Life Insurance

- Coverage for Self upto **INR 7.00 Lacs**. Option to Top-Up
- Policy covers death due to any cause



Personal Accident & Death Insurance

- Group Personal Accident Insurance Coverage for Self upto **INR 3.00 Lacs** p.a. Option to Top-Up
- Monetary compensation in the event of Death / Accident (Permanent Total & Partial disablement)
- Loss of Pay Protection on Temporary Total disablement



Mediclinam – Hospitalization

- You are eligible for a floater coverage of **INR 1.00 Lac** per annum for family (self, spouse & children) towards hospitalization (minimum 24 hours). There will be a deduction from your monthly payroll which will vary based on your marital/family status, the floater sum insured as per your job grade and any top-up plan opted by you. 10% of the claim amount has to be borne by you. If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section, accessible on joining



Voluntary Parental Insurance

- Opportunity of opting for Medical Insurance for Parents and Parents-in-Law at a company negotiated rate.



Provident Fund

- Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm



Gratuity

- Gratuity is payable upon completion of continuous 4 years & 190 calendar days of service in Wipro
- It would be paid:
 - On retirement or resignation
 - Death or disablement due to accident or disease
- Calculation methodology - (Last monthly basic drawn/26) *15* No of years of service



Voluntary Superannuation

- 15% of Basic or upto a maximum of INR 1,50,000/- Max
- Amount will be deducted from pre-tax salary and an employee gets tax benefit on that amount. Once the employee opts in, he/she cannot opt out of the scheme for his/her tenure in Wipro.

Offer accepted by KomalThakur dated on 11 Sep 2020 10:17:12 PM

Note - The above is a Snapshot of the Benefits applicable at Band AA.

The above limits are as per the current employee policy and are subject to change from time to time.

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

Offer accepted by KomalThakur dated on 11 Sep 2020 10:17:12 PM



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20184909400/Hyderabad/BPS/BTN
Date:20/03/2019

Dear Ms. Madhu Singh,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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.

TCS Confidential

TATA CONSULTANCY SERVICES

1

TCS House Raveline Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000, e-mail corporate.office@tcs.com, website www.tcs.com

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



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

Rustom Beheram Sigamoria
Head Talent Acquisition, TCS Business Process Services



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

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20184909400/Hyderabad/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

India Employment Offer V201705

24.01.2022

**Ms. Greeshma V
Hyderabad**

Dear **Greeshma**,

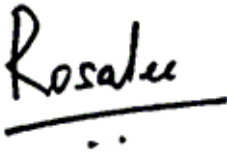
I would like to personally welcome you to Mindtree Limited and am confident that you will build a long and mutually rewarding career with Mindtree. I strongly believe that it is individuals like you along with existing Mindtree Minds that can build a globally respected, successful and expertise-led company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident & Active". In addition our Mission, Vision & Core values guide all our business transactions.

I sincerely hope that, you will grow with us and together we will build a memorable institution.

Enclosed please find your employment contract and other relevant details for your review and acceptance.

Looking forward to seeing you soon in Mindtree.

Thanks and regards



**Rosalee M Kombial
Vice President-People Function**

24.01.2022

To

**Ms. Greeshma V
Hyderabad**

Sub - Employment Offer Letter

Dear Greeshma,

We are pleased to make an offer to you to join Mindtree Limited. ("Company/ Mindtree/ Employer/ We/ our/ us"), at our Hyderabad office as Software Engineer in Salary Grade C1.

Your total cost to Company will be Rs. 600,000 per annum (this includes 12.00% Bonus) at the commencement of your service. You can get more details regarding bonus plan on joining. Details of the salary structure are given in Exhibit 2.

1. TERMS & CONDITIONS

This employment offer along with its Exhibits contains broad terms and conditions of service governing your employment. You are also bound by the terms in the attached Exhibits, the additional documents you execute upon joining Mindtree and other terms and conditions communicated to you from time to time including but not limited to Mindtree's Policies, rules, regulations and Code Of Conduct ("Policies"). You are requested to contact the People Function Representative for any clarifications on Policies, which are applicable to you and also refer the Mindtree intranet portal for Policies and updates.

Your employment is offered with a clear understanding that your employment is on a whole-time basis and that you will not undertake any other part time/full-time work, without the prior written consent of the Company. Other than the compensation mentioned herein, no additional payments will be due to you. We expect you to keep the compensation details confidential at all times.

2. TRANSFER

You could be transferred at Company's discretion to any of other offices/branches/subsidiaries/affiliates/ holding company/department in India or outside India, should the need arise including client location on whose projects you have been deployed. You will abide by the Company's Policies as may be in effect from time to time with respect to your role, function, grade or location where you work in. In case you are deputed to a client location, you shall abide by the client policies applicable to you so that you do not commit any breach which adversely impacts Mindtree.

3. RETIREMENT

Subject to your physical fitness, mental fitness, compliance with our Policies and any other rules of the Company established from time to time and performance of your role, you shall retire on the last day of the month of your fifty eighth birthday unless an earlier date is decided mutually or under a change in laws applicable to you. For the purpose of age calculation, the date of birth as declared in the Mindtree application form will be treated as final.

4. INTELLECTUAL PROPERTY RIGHTS

If you, by virtue of your employment, conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or create documents, reports or any other material capable of intellectual property protection, those, will be fully communicated to the Company and will remain sole right/property of the Company. Additional terms and conditions related to intellectual property and non-compete are contained in the Exhibit 1 which you should carefully read and abide by.

5. CODE OF CONDUCT AND OTHER REFERENCES

An essential conditions of your employment is to abide by the Mindtree Policies and all other rules notified from time to time. We recommend that you refer the Mindtree intranet and other available resources from time to time and keep in mind the terms and conditions of the Exhibits, the Mindtree Policies and other documents that you sign upon joining Mindtree. Any breach of Code of Conduct or any Mindtree Policies may result in termination of your services for breach without notice or compensation.

6. TERMINATION

Either party may terminate the employment by giving the other party three months prior notice in writing. Waiver of notice period where you have initiated a termination of your employment by resigning on your own is at the sole discretion of the Company.

Where circumstances so require, the Company, at its sole discretion, may terminate your services with immediate effect by paying three month's salary and allowances, if any, in lieu of notice, without assigning any reason thereof.

In case we terminate your service due to your actual or likely breach of Code of Conduct, Policies, or for an event of sexual harassment, any offense, breach of laws, or under any disciplinary proceeding or like reasons of default, which results in termination for cause, then no notice or notice pay in lieu of notice shall be due to you.

7. TAX IMPLICATIONS

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes. Mindtree shall make deductions of tax as required by law. Any false declarations in respect of financial disclosures shall be a cause for termination at Mindtree's discretion.

8. BACKGROUND CHECK & REFERENCES

We would be conducting a background and reference check on your employment details upon consent.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to employment, experience, details provided in Your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.

If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of employment with or without notice or compensation. In certain client projects, our clients may request additional checks which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications and professional experience. Hence We understand that you shall provide proofs of such qualifications and experience which We find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the employment contract between Mindtree and you with or without notice or compensation.

9. TRAINING, RELEVANT SKILL SET, PERFORMANCE MANAGEMENT & SALARY REVISION

We provide various training resources and You will be required to undergo relevant trainings from time to time to ensure that your skills are relevant to our business needs. You understand and acknowledge that you need to be productive at all times.

You will be eligible for performance review according to the Policies of the Company. Your career and compensation progression will be based your performance and Company's Policies prevailing at that point of time.

10. PERSONAL DATA

For the purposes of your employment with us, We need to collect, hold, process and transfer your Personal Data about you (such as your name, date of birth, education, contact information, PAN, Aadhar number etc.) as it is necessary for the administration, management and performance of your employment contract. We shall provide you a Privacy Notice upon acceptance of this offer to make you aware of what personal data We collect, how We use it and how We protect it during the course of your employment with us.

11. VALIDITY, ACCEPTANCE AND DATE OF JOINING

You have agreed to join Mindtree Limited latest by February 25 , 2022 ("Expected Joining Date"). Your appointment will be effective on your joining Mindtree Limited on the Expected Joining Date. In the event, you are unable to join us by the Expected Joining Date, you will have the option to choose to join us on any business day between February 25 , 2022 through March 11 , 2022 ("Tentative Joining Tenure"). Any of the dates you choose from the Tentative Joining Tenure and as captured on Mindtree's internal employee database, will be considered as your effective joining date ("Effective Joining Date"). This offer of employment will be withdrawn if you are unable to confirm your acceptance within five (5) days of

this employment offer or are unable to join us by the end of your Tentative Joining Tenure.

To accept this employment offer, You are requested to sign this employment offer. On the date of joining you are required to get a copy of your acceptance.

In the event that you accept this employment offer by signing this letter , the terms and conditions herein are deemed to be the employment contract along with the Exhibits attached hereto and the other documents which you sign on the date of joining("Employment Contract"). Hence the validity of the terms and conditions herein gets extended and apply to your entire tenure with the Company and survive as mentioned in certain provisions herein. We may terminate the Employment Contract if you do not join the services on the joining date.

We understand that you have not paid any money, gifts or other benefits of any kind to anyone to have an opportunity to interview with Mindtree or to secure this employment offer. Any use of such means to secure employment may call for termination of this employment offer or the employment at any point of time later.

We are confident that you will advance professionally and financially with us through your diligence and professionalism. We appreciate your acknowledging the receipt of this letter and acceptance of this employment offer within five days from the date mentioned in this letter, failing which the employment offer stands withdrawn.

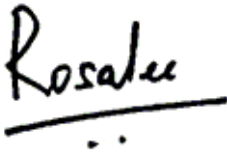
12. NON-DISCLOSURE OF CONFIDENTIAL INFORMATION AND TRADE SECRET

Confidential Information : Confidential Information includes but is not limited to our or our affiliates, holding company, partners, vendors, client' trade secrets, research and development work, source code, object code, runtime libraries, system documentation, software-related documentation, system configurations, hardware design, firmware design, icons, business and product plans marketing techniques, rate cards, commercial documents and contracts, client information, financial information, sales information, compliance information, business pipelines, SOWs, Proposals, Request For Proposal, Request For Information, client and supplier lists, construction layout, and operation of Mindtree 's facilities and equipment, information pertaining to internal, external, business operations, information revealed to Mindtree by its clients and other third parties which we are obligated to keep confidential and any other information that maybe be considered by us as Mindtree 's Confidential Information under applicable laws. Confidential Information shall not include Information which is in the public domain or which becomes part of the public domain by publication or otherwise through no action or fault of yours or Information which You can prove was in your possession at the time of disclosure and was not acquired directly or indirectly from Mindtree or Information, which was received by You from a third party having the legal right to transmit that information.

You shall abide by the confidentiality obligations and You shall not, except as authorized in writing, reveal/disclose/disseminate to any person or entity including competitors or persons involved directly or indirectly in allied trade, any of the trade secrets or any Confidential Information. Additional terms and conditions related to confidentiality are contained in the Exhibit 1 which you should carefully read and abide by.

Yours sincerely,

For Mindtree Limited.



Rosalee M Kombial
Vice President-People Function

Acceptance

I, Greeshma V, have read and understood the above employment offer terms and agree to accept the employment on the terms and conditions mentioned in this employment offer and the Exhibits attached hereto. My acceptance of this employment offer terms constitutes a valid Employment Contract between Mindtree and me.

Name : Greeshma V

Signature :

Place :

Exhibit 1 - INTELLECTUAL PROPERTY PROTECTION AND NON-COMPETE AGREEMENT

THIS AGREEMENT FOR INTELLECTUAL PROPERTY PROTECTION AND NON-COMPETE is executed between Mindtree Limited, incorporated under the Indian Companies Act 1956 with its registered office at Mindtree Ltd., West Campus, Global Village, RVCE Post, Mysore Road, Bangalore-560059, hereafter referred to as "Mindtree" and **Greeshma V** hereinafter "You" upon acceptance of the employment offer and joining Mindtree in an employee status under the Employment Contract.

Your employment commences on the date of joining Mindtree as mentioned in the Joining Report you sign. This Agreement is deemed effective from such joining date.

You understand that Mindtree has developed and uses commercially valuable information including but not limited to technical, non-technical and other information in the various existing and projected areas of our business. To protect our legitimate interests, it is necessary to protect certain information (1) as confidential and trade secret and/or (2) by intellectual property rights such as patent, copyright, and/or other means of protection available under the laws (Information).

You may become acquainted and deal with such Information and may contribute to such information during employment. Hence to protect such valuable information, in consideration of the compensation Mindtree provides to You, You hereby accept the terms and conditions below:

1. DEFINITIONS

As used in this Agreement, the terms have the below definitions and as defined in the Employment Offer above:

- a) "Cause for termination." "**Cause**" shall be defined to mean any reason or rationale for which Mindtree in its sole discretion and reasonably discretion deems it necessary to terminate, dismiss or suspend your services. Causes for dismissal include but not be limited to: Misconduct or negligence in the performance of, or persistent failure to perform your duties of employment; Commission of an act of dishonesty, disloyalty of fraud in connection with your employment; Drug or alcohol use, or being under the influence of same, during working hours or on duty of Mindtree, conviction of, or plea of nolo contendere in, a crime, whether or not related to your employment; Breach of the provisions of this Agreement, conditions of the Employment Offer, Code of Conduct procedures or breach of Mindtree or applicable client policies, commission or omission of any act which is detrimental to reputation of the Company.
- b) "**Client**" shall mean such entities which are engaged or in the process of or have the prospect of entering into a business relationship with Mindtree or its affiliates or subsidiaries.
- c) "**Compensation**" means all payments and benefits provided to You by Mindtree during your employment, including, but not limited to, those set forth in the Employment Offer which shall be sufficient for and be deemed to be part of consideration for this Agreement as well.

- d) **"Output"** means those work products including but not limited to codes, derivatives customizations, enhancements, applications, documents, reports, proposals, statements, work flows and all other material. You make resulting partly or wholly from your employment with Mindtree.
- e) **"Employer or Company"** means Mindtree Limited and any business entity, which may be a subsidiary or affiliate of Mindtree Limited.
- f) **"Intellectual Property"** means all innovations, inventions, technology, engineering, trade secrets, trademarks, patents, copyrights to any copyrightable material, software systems, designs, programs, improvements, modifications, marks, mask works, new ideas, concepts, work products and developments, publications, manuals, business procedures, business, operational and marketing plans, programs, and processes, policies, techniques, know-how and methods of operations of Mindtree, including any such items developed, conceived or originated, either individually or jointly with others, by You during the course of your employment with Mindtree. The definition of "Intellectual Property" is intended to have the broadest meaning as permitted under applicable laws.
- g) **"Prospect"** means and includes the entities with which Mindtree aspires to have a business agreement or understandings.
- h) **"Restricted Period"** shall mean the period of employment and a further period ending 12 months following the termination/resignation or superannuation or otherwise ending of employment with Mindtree.

2. REPRESENTATIONS AND WARRANTIES.

You represent and warrant that:

- a) Your employment with Mindtree does not cause directly or indirectly the breach of any agreements between You and third parties and you have no conflict of interest in your employment with Mindtree.
- b) You warrant that Mindtree is the sole and exclusive owner of all rights and remedies in Confidential Information you receive from Mindtree and Intellectual Properties you create for Mindtree.
- c) You shall not engage in any action, or refrain from engaging in any action, where such action or inaction or act or omission may cause directly or indirectly the breach of any agreements between You and third parties including but not limited to confidentiality or non-disclosure agreements or breach of Intellectual Property Rights. In particular, You shall not bring into Mindtree any of pre-existing intellectual property of your past employers or other third parties and use them in creation of any of your work product for us.
- d) You shall devote full time and attention to your Mindtree employment and perform your obligations in full compliance of Policies/practices of Mindtree as updated from time to time.
- e) The Compensation included in the Employment Offer is the full and total compensation for the services and for the commitments made under this Agreement. You are not entitled any other compensation which is not included in the Employment Offer including, but not limited to, royalties, bonuses, and additional benefits.

- f) You agree to hold in confidence all Confidential Information disclosed to you or developed by you in connection with the employment and agree that Mindtree is the sole and exclusive owner of all rights and remedies therein. You shall not, without our written permission use the Confidential Information for any reason other than to enable You to properly and completely perform the employment obligations. You shall not reproduce or make copies of the Confidential Information or of your Output, except as required in the performance of the employment.
- g) Upon termination of employment for any reason whatsoever, You shall promptly return all Confidential Information and all correspondence, drawings, blue prints, manuals, letters, notes, notebooks, reports, flowcharts, programs, proposals, documents concerning our Clients and all other documents, writings, and materials, laptops, software, tools or other assets utilized by You together with any copies or other reproductions thereof made by You or in your possession or control.
- h) You have a 'Duty to Speak' and You shall immediately notify us of any information or event which comes to your attention which indicates there has been or might be a loss of confidentiality of such Confidential Information or an actual or potential compromise of Mindtree or its Clients' Intellectual Property Rights.
- i) You agree to abide by the requirements defined under any security, privacy or other regulations or certifications which Mindtree is obligated to comply or is certified to be certified in future.
- j) You shall comply with all reasonable requirements/obligations which Mindtree or its Clients require You to undertake including additional background checks or verifications from time to time, access restrictions, trading compliance requirements etc.

3. INTELLECTUAL PROPERTY OBLIGATIONS

- a) All works resulting from your employment are "works made for hire" as defined by international copyright laws. You shall promptly disclose to us and or to our Clients as necessary, in writing if requested, any and all inventions conceived or made by You during the period of your employment.
- b) You hereby assign all of your interests in your Output to Mindtree. Without any additional Compensation or payments of any kind, you shall execute any and all applications, assignments or other instruments which are deemed necessary to apply for Intellectual Property Rights registrations anywhere in the world.
- c) You shall comply with all Mindtree and its Clients' policies that may be in effect from time to time relating to record keeping related to Intellectual Properties.
- d) You shall place all appropriate notices of patent rights, trademark rights, and copyrights and all other Intellectual property Rights on all works resulting from your employment.
- e) You understand that subsequent to the employment termination or retirement as the case may be, your assistance may be needed in regard to securing, defending or enforcing any Intellectual property Rights

in which you may have been an inventor or co-inventor. If your assistance requires substantial utilization of your time, We shall pay reasonable compensation at a rate to be agreed but not higher than the last salary paid to you by Mindtree. Such assistance may include but may not be limited to executing any and all documents, patent, copyright or other applications and assignments to us or our designee (s), making and keeping proper records, and giving evidence and testimony.

f) In case of a dispute between You and Mindtree where you have or are alleged to have copied or published or distributed or have done any act in respect of our Confidential Information or our Clients' Intellectual Property which has breached or is likely to breach our rights and remedies herein, the presumption of a breach by you shall be at the highest level allowed by law and the burden of proving otherwise shall rest with you.

g) The terms of this section shall survive termination of your employment or retirement.

4. INDEMNIFICATION

You shall indemnify Mindtree, its directors, employees from and against any loss, damage, or injury Mindtree suffers or is likely to suffer as a result of any of your breach of this Agreement, breach of any third party intellectual property by You, breach of the terms of your Employment Contract or that of Mindtree's Policies/practices and for all acts or omissions. Such indemnity shall include but not be limited to losses, damages, injuries, or liabilities, losses, expenses, attorney fees, liabilities, costs of suits, costs or arbitration, or costs or appeal, etc. The indemnity obligation herein shall survive of your employment or retirement.

5. REASONABLE RESTRICTIONS

You agree that Mindtree's services are highly specialized. You further agree that the identity and particular needs of the Mindtree's Clients are not generally known in the industry. Documents and other information regarding Mindtree's services, pricing and cost as well as information pertaining to Mindtree's Clients including but not limited to identity, location, service requirements and charges to the Clients are highly confidential.

i) You warrant that during the Restricted Period:

(a) You shall not engage directly or indirectly in any professional services or employment nor advice, manage, render or perform services to or for any person or entity during the term of your employment with Mindtree.

(b) No Solicitation of Employees. You will not, directly or indirectly, on your own or on behalf of any other person or entity (other Mindtree), regardless of who first initiates the communication, hire or solicit to hire for employment or consulting or other provision of services, any Restricted Employee. This includes, but is not limited to, inducing or attempting to induce, or influencing or attempting to influence, any Restricted Employee to terminate his or her relationship with Mindtree; helping to identify or evaluate any Restricted Employee for recruitment away from Mindtree; and helping any person or entity hire a Restricted Employee away from Mindtree.

(c) No Solicitation of Customers. You will not directly or indirectly, on your own or on behalf of any other person or entity, solicit the business of or provide services or goods similar to the services or goods

provided by Mindtree to any Restricted Customer. You further agree not to directly or indirectly contact any Restricted Customers for the purpose of soliciting such Restricted Customer to purchase or license a product or service that is the same as or similar to those products and/or services offered, made, or rendered by Mindtree. You will not engage in any activity that would encourage any Restricted Customer to cease doing business with or terminate or limit an existing relationship with Mindtree.

Definitions. For purposes of this Section :

(i) The phrase "directly or indirectly" shall include you either on your own account, or as a partner, owner, promoter, joint venturer, employee, agent, consultant, advisor, manager, executive, independent contractor, officer, director, stockholder, or otherwise, of an entity.

(ii) "Restricted Customer" means any prospective or actual customer whom you had contacted, negotiated with, received Confidential Information about, and/or sold or provided services to, in the course of your work for Mindtree, or with whom you have otherwise had material contact during the last twelve (12) months of your employment with Mindtree.

(iii) "Restricted Employee" means any person who is actively employed or engaged (or in the preceding six (6) months was actively employed or engaged) by Mindtree and with whom you had material contact in the course of your employment with Mindtree or about whom you learned Confidential Information in the course of your employment with Mindtree.

(iv) "Restricted Period" means during your employment with Mindtree and for a period of one (1) year following the termination of your employment with Mindtree for any reason.

Additionally, you shall not own an interest in any business which directly competes with Mindtree, except, however, nothing herein shall preclude you from owning, as a passive investor, up to one percent (1 %) of the outstanding shares in a publicly traded company for the shares of which an active public trading market exists.

You confirm that you have assessed the terms of this section carefully and accept these upon having conducted appropriate verifications of your own.

6. GENERAL

a) In the event of any material breach of any obligation of this Agreement, Mindtree reserves the right to take any appropriate legal action before the competent local court. Additionally, in view of the nature of IT Services business where a breach can cause irreparable loss or damage, Mindtree may at its sole discretion seek immediate injunctive relief or specific performance of your obligations in addition to any other remedy or damages in law or equity.

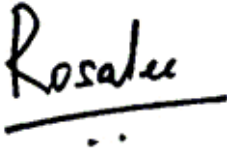
b) This Agreement along with conditions of the Employment Offer, the Code of Conduct Procedures, the Joining Report and Mindtree Policies form the framework of your Employment Contract and governing conditions.

c) If any provision of this Agreement shall be held by a court of competent jurisdiction to be contrary to law, the remaining provisions of this Agreement shall remain in full force and effect to the extent possible under applicable laws.

- d) Each and all of the provisions of this Agreement shall be binding upon and shall inure to the benefit of the successors and assigns of Mindtree.
- e) This Agreement shall be construed according to the laws of the Republic of India and subject to the exclusive jurisdiction of Bangalore courts.
- f) The terms of this Agreement shall remain in full force and effect both during the continuation of your employment, and after termination of the Employment for any reason whatsoever as per survival provisions mentioned herein.
- g) Any failure by Mindtree to enforce at any time any of the provisions of this Agreement shall not operate as or be deemed a waiver of such right, privilege or remedy or as a waiver of any preceding or succeeding breach by You.

For Mindtree Limited

Read and Accepted



Full Name : Greeshma V
Place :
Expected Joining Date : 25.02.2022
Permanent Address :

Rosalee M Kombial
Vice President-People Function

Exhibit 2 - Compensation Stack

Name : Ms. Greeshma V
Designation : Software Engineer
Salary Grade : C1

The detailed break up of your Cost To Company components is given below (all figures in INR per annum)

Basic	240,000
HRA	119,880
FEP	120,096
Provident Fund	28,800
Gratuity	11,520
Insurance Benefits*	7,704
Annual Gross	528,000
Bonus / Variable Compensation**	72,000
Annual Cost to Company	600,000

"In the event that the compensation requires restructuring in order to comply with the proposed Code on Social Security, 2020, the restructuring shall be done such that it is cost neutral for the Company, while maintaining the total fixed and variable pay inclusive of social security benefits for you."

The eligibility and the basis of the gratuity amount will be calculated as per Payment of Gratuity Act & as per the Gratuity policy applicable in Mindtree at any given time.

* Insurance Benefits:

- Premium towards Group Medical Coverage (GMC) upto Rs.600,000/- per annum for self and family. Family includes spouse and 2 dependent children. Parents policy & top up options are available and can be availed by paying the premium amount.
- Premium for Group Term Life (GTL) cover for self-up to Rs.2,500,000/-.
- Premium for Group Personal Accident cover for self-up to Rs.1,500,000/-.

**** Bonus :**

The bonus component per annum is 12.00% of CTC. This amount is guaranteed and will be payable to you in equal monthly installments. The amount thus payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.



GUIDELINES FOR ONBOARDING PROCESS

1. List of Documents to be submitted on the Day of Joining 2

2. Allowance in Lieu of Reimbursement.....3

3. Relocation Policy 4

4. Maternity Benefits 6

5. Benefits for Person with Disability 7



1. List of Documents to be submitted on the Day of Joining

Note: The following documents need to be submitted for your Onboarding. Without any of these documents, your Onboarding formalities will not be initiated.

Document Type	Originals for Verification	Digital Copy for Submission
Employment Documents		
Previous Company Documents Relieving/ Experience/ Service certificates from all your previous companies	Yes	Yes
Immediate Previous Company Documents (<i>prior to Mindtree</i>) – Resignation Acceptance is acceptable, if Experience/Relieving is not available.	Yes	Yes
UAN Card (Universal Account Number)		Yes
Identification Documents		
Identity Documents: (All 3 are Mandatory) 1. PAN Card 2. Passport (First & Last pages)	Yes	Yes
Colored Passport Size Photographs	3 Copies	
Certificate for Physically Challenged (If applicable)	Yes	Yes
Educational Documents		
Diploma/Graduation & Above Qualifications 1. Degree/ Convocation Certificate 2. All Semesters Mark Sheets/ Consolidated Mark Sheet	Yes	Yes

2 Allowance in Lieu of Reimbursement

This allowance is applicable for Mindtree Minds in India in C to C2 Salary Grade. This allowance is the balancing component of Annual Gross over the summation of other components. The amount will vary depending on one's Total Compensation.

The Mindtree Mind can opt to choose to claim this component as reimbursements towards one or more of the options mentioned below. The limits, terms and conditions and process is detailed below. The maximum that one can claim as reimbursements (from one or more options mentioned below) is limited to the amount mentioned in the compensation stack against this component, subject to the terms and conditions mentioned below. The options will need to be declared in the online declaration module. If chosen not to claim as reimbursement, this will be paid as taxable special pay on a monthly basis.

a) Meal Card:

One can opt of meal reimbursement up to a maximum of Rs.2, 200 p.m. (Rs. 26,400 p.a.) The declared amount will be loaded to the meal card.

b) Leave Travel Allowance:

Mindtree Minds can avail LTA component. Exemption for LTA claims is limited to twice in a block of 4 years. LTA not claimed in the specified block cannot be carried forward to subsequent year in the next block. In order to claim LTA, Mindtree Minds should have taken minimum of 1 day annual leave. LTA can be claimed only for domestic travel (within India) and not for international travel. Reimbursement of travel expenses of self and family members (Dependent - Declared and updated in the system) can be claimed. Travel through own car cannot be claimed under LTA.

The following can be submitted as proof of travel

- Air (Only - Economy Class) - Original air ticket / E ticket+ Boarding pass
- Train - Original train ticket or E-ticket
- Bus - Original bus ticket
- Hired Taxi - Invoice from the travel agency with a trip sheet giving the details of the travel.

Other modes of commutation such as taxi bills for local conveyance etc and hotel bills for staying will not be accepted as proof of claiming the LTA. LTA will not be applicable for the period when Mindtree Mind is deputed onsite on long term assignment or during service break. If the LTA amount declared is not claimed during the year, it will be paid as taxable portion of salary at the end of the year as "Yearend Pay". For Mindtree Minds serving notice period, the balance LTA (if any) will be paid as part of their full and final settlement as a taxable.

c) Special Pay:

The balance Allowance in Lieu of Reimbursement amount, after opting for the options mentioned above, will be added to special pay. This amount, if any, will be paid monthly taxable amount.

d) Yearend Pay

Any unutilized or unclaimed "Allowance in Lieu of Reimbursement" amount will be paid as year-end pay subject to tax along with the payroll for the month of March.

Refer to updated policy in the link below:

<https://peoplehub.mindtree.com/sites/Policies/CandB/Pages/India%20Salary%20Structure%20T4%20to%20C2.aspx?NewLocation=India>

3.Relocation Policy

Objective:

To provide guidelines to new Mindtree Minds for eligible relocation expenses consistent with good business practices and budgetary caps

Applicability:

All candidates who are offered full time employment by Mindtree across Salary Grades joining any of the Mindtree offices from a different city

Policy Details:

Travel

Mindtree Minds can claim reimbursement towards travel cost of self and dependents (Which can include Spouse, Children and parent/parent-in-laws). The reimbursement is subject to submission of necessary tickets/vouchers, as per limits mentioned in the table below.

Salary Grade	Upto 500 Kms	Above 500 Kms
C-C3	2ndAC/ CC/ AC Bus	2ndAC/ CC/ AC Bus
C4-C7	2ndAC/ CC/ AC Bus	2ndAC/ CC/ AC Bus/Economy Air
C8& Above	2ndAC/ CC/ AC Bus/Economy Air	2ndAC/ CC/ AC Bus/Economy Air

In case of Mindtree Minds relocating from overseas, travel cost equivalent to economy class air fare for self and Family. Definition of Family will include on self, spouse and children and not include parents and in-laws for this purpose.

Accommodation

Initial accommodation expenses, for not more than 7 days, can be claimed as per below criteria: mentioned below, subject to necessary bills/vouchers.

Salary Grade	Eligible Amount
C1 to C5	INR.10,000
C6 and Above	INR.15,000

In case of international relocation - Initial accommodation of 7 days in Mindtree approved guest house or hotels.

Movement of personal belongings

Expenses towards moving of your personal belongings (household) to the joining location should be as per the entitlement below:

Distance	Eligible Amount
Upto 500 KM	INR.15,000
500-800 KM	INR.25,000
Above 800 KM	INR.35,000

Process

- Relocation reimbursement **should be claimed within one-month** from the date of joining.
- All reimbursements have to be made through Mpower expense claim module.
- All expense reimbursements will be against original / valid receipts only.
- Claims will be reimbursed based on the eligibility criteria defined in the policy.
- In case any Mind quits Mindtree voluntarily within six months from date of joining, Mind is liable to refund all relocation expenses reimbursed by the company.
- Relocation and related expenses thereof are taxable as per the law and such tax will be payable by the Mind.

This relocation policy is subject to change and your relocation reimbursements will be based on the policy in vogue at the time of joining.

Refer to updated policy in the link below:

<https://peoplehub.mindtree.com/sites/Policies/WandE/Pages/Relocation-for-New-Joiners.aspx?NewLocation=India>



4. Maternity Benefits (Applicable only for Lady Minds)

Maternity leave policy is to support women during pregnancy, child birth or related medical conditions and is as per statutory regulations

- This leave is applicable to Lady Mindtree Minds who are eligible for maternity benefits. Eligibility is defined as per the Maternity Benefit Act – to be eligible for the benefits as per this Act, the lady Mindtree Mind must have worked for at least 80 calendar days in the last 12 months preceding the expected date of delivery.
- Maternity leave will be given for 26 weeks (182 calendar days) of which not more than 8 weeks (56 calendar days) shall precede the date of delivery. This includes weekly offs (Saturdays and Sundays) and all public holidays during that period. This benefit will also be applicable for adoptive mothers and commissioning mothers (Refer Definition). In the case of adoption, the age of the child should be less than 5 years
- A surrogate mother can avail maternity leave for a maximum of 12 weeks of which not more than 6 weeks shall precede the date of delivery . This includes weekly offs (Saturdays and Sundays) and all public holidays during that period. (Refer Definition).
- In case of miscarriage or premature termination of pregnancy, Mindtree Mind is entitled to 45 days fully paid maternity leave (including weekly offs and all public holidays).
- In case of Tubectomy, Mindtree Mind is entitled to 15 days leave (including weekly offs and all public holidays) once in Mindtree tenure.
- All rules and regulations as per the Maternity Benefit Act, 1961 would apply.
- In addition to the above benefits the lady minds (& spouse of Mindtree minds) are eligible to claim Insurance benefits towards Maternity and related medical conditions.
- Mindtree provides onsite and offsite crèche facilities to Lady Minds. Creche facility is provided to kids in the age group of 6 months to 6 years. Lady Mind is allowed to make 4 visits to the creche which shall also include the interval for rest allowed to her. Please read the policy in People hub.
- Work from home option can be availed by Lady Minds. Please read the policy in People hub.

Refer to updated policy in the link below:

<https://peoplehub.mindtree.com/sites/Policies/WandE/Pages/Maternity%20Leave.aspx?NewLocation=India>



5. Benefits for Person with Disability

Mindtree offers the below benefits for People with disability on submission of the disability certificate issued by the Ministry of Social Justice and Empowerment of the government of India. This certificate can be handed over along with the qualification & experience letters to the People Shared Services team on Day-1.

On submission of this certificate, a Mindtree Mind can avail the below:

- Tax exemption of INR 1600 per month on Conveyance.
- Deductions of INR 50,000 per annum from taxable income as mentioned in Chapter VIA under section 80U of the Income Tax Act; INR 1,00,000 per annum if the disability is severe (Disability greater than 80%).
- Exemption from deduction of professional tax.

Apart from the above benefits offered by the government of India, A Mindtree Mind with disability can also avail of the following:

- Emergency Medical assistance loan of INR 5,00,000 which is provided to Mindtree Minds and their immediate family members based in India during medical exigencies alone.
- Designated cabs to pick up and drop the Mindtree Mind to office and back on regular working days at 8:30am and 6:00pm respectively at normal transportation charges as borne by any other Mindtree Mind availing regular shuttle service. This is applicable only in locations where shuttle services/ company provided transportation is available. Also this benefit is applicable only to those Mindtree Minds who are physically immobile.
- Purchase of Assistive technology products that will aid the Mindtree Mind in the smooth execution of his/her role. This can be used within the office premises alone and cannot be carried home.

If you are a person with disability and require an Assistive technology product (*list of Assistive technology products are mentioned below*), request you to furnish the below details and submit the same to the TA team on the day of joining.

Name: _____

Emp Id: _____

Have you submitted your disability certificate: Yes/No

If yes, please choose your choice of Assistive technology product:

Automatic Wheel chair (*for people who are physically immobile*)

Jaws Screen reading software (*for people with visual impairment*)

Signature: _____

Date: _____



Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.



4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.



Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."



In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.



12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

Agreed and Accepted

Signature :

Name :

Date :



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 20/03/2019

Dear Ms. Mounika Kompally,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited (TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve-month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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.



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



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



Date:- 14-Nov-19

Subject: Expression of Interest - Campus

Dear Muskaan Begum,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



Date:- 14-Nov-19

Subject: Expression of Interest - Campus

Dear Pampari Bhavana,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



Date:- 14-Nov-19

Subject: Expression of Interest - Campus

Dear Pooja .,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



Date:- 14-Nov-19

Subject: Expression of Interest - Campus

Dear Prerna Dave,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



Date:- 02-Dec-19

Subject: Expression of Interest - Campus

Dear Rekha Lambe,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

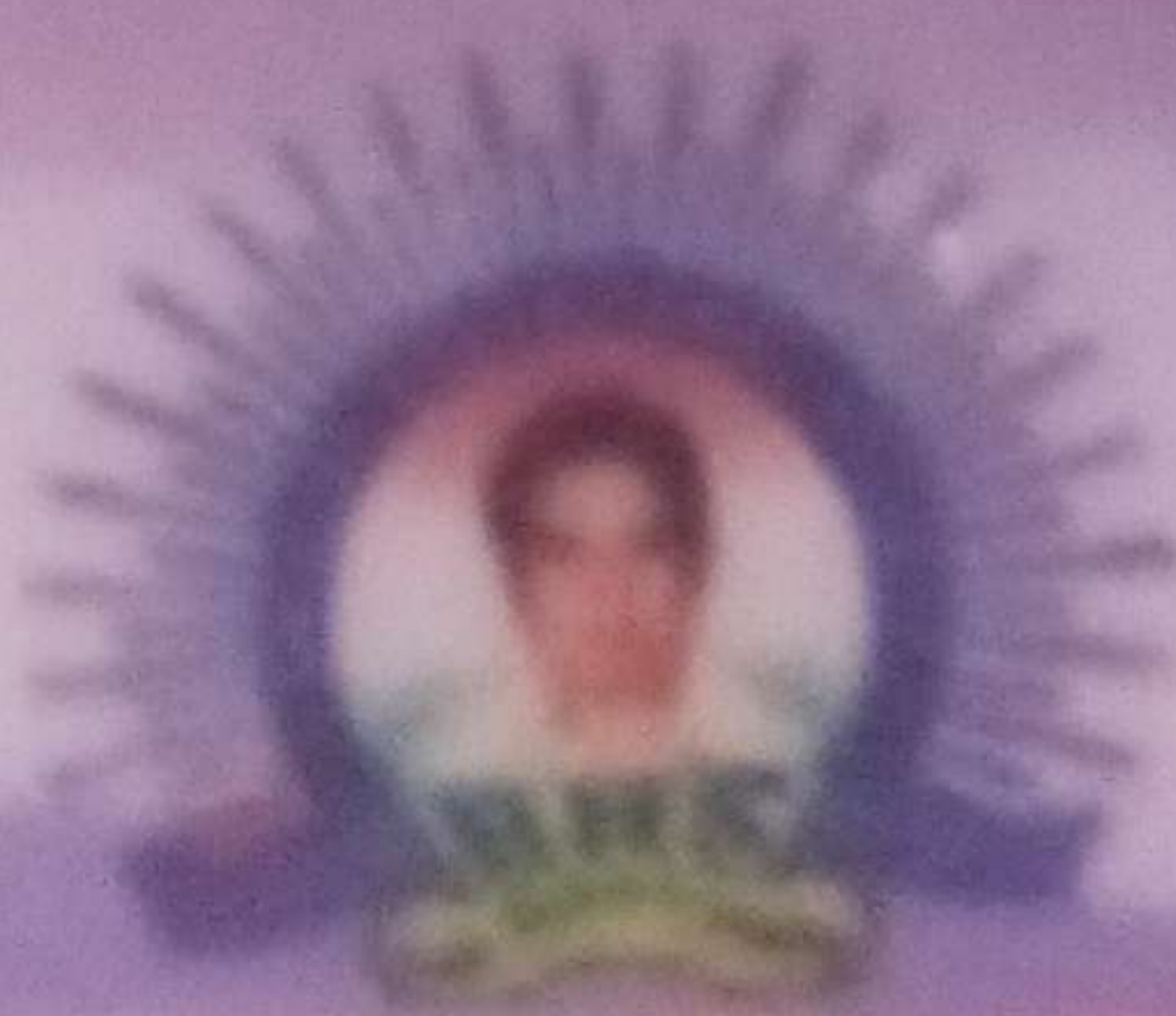
1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



RELIANCE

HI-TECH SCHOOL

Shivlal Nagar 'X' Road, Near Laxmi Nagar, Hyd.



SWATHI SINGH

SOCIAL & COMPUTER TEACHER

Cont No.: 8790429626

**Sd/-
Principal**

Shivlal Nagar 'X' Road,

Ph : 9030970644.

Rahimpura

9246842644.

Hyderabad : 8977020644.

Tallagadda : 9030550644.



Date:- 14-Nov-19

Subject: Expression of Interest - Campus

Dear Shilpa Pandargery,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

1. Your initial place of work shall be at the company's discretion and can be at any Concentrix locations.
2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

If any information furnished by you in your application or during the selection process is found to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may withdraw this expression of interest without any notice.

Please note that this letter is not an offer of employment or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the Company and there is no obligation on the Company to do so. An employee-employer relationship between you and the Company shall be established only upon the Company's issuance and your acceptance of a legally binding contract of employment.

We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



Date:- 17-Dec-19

Subject: Expression of Interest - Campus

Dear silamkoti bhavani,

We are pleased to convey through this Expression of Interest letter that you are being considered for the position of **Advisor**, provided you successfully complete your graduation and fulfill other requirements including but not limited to you clearing further assessments/interviews. On successful completion of eligibility requirements viz. Graduation, final assessments and / or interviews, the Company may issue you an Appointment Letter with details of all service terms and conditions and salary structure along with a proposed date of joining.

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2. This Expression of Interest shall remain valid for a period of 60 days from the date of your Final Examination. Considering the candidature beyond the 60 days period would be as per the requirement in the organization.

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We encourage you to provide your acceptance of this EOI at campusplacements@concentrix.com

Concentrix Hiring Team



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 20/03/2019

Dear Ms. Sirisha,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited (TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve-month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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.



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Rustom Beheram Sigantoria
Head Talent Acquisition, TCS Business Process Services



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



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 20/03/2019

Dear Ms. Swetha Sutrave,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited (TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve-month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

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Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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.



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Rustom Beheram Sigantoria
Head Talent Acquisition, TCS Business Process Services



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



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 20/03/2019

Dear Ms. Talari Sona,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited (TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve-month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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.



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



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

Campus - Letter Of Intent

February 02, 2020

Dear V. Uma,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

712

15,712/-
(*)

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

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)	
First Year	15000			
Second Year		17000	810	17,810/- (*)
Third Year		19000	910	19,910/- (*)
Fourth Year		23000	0	23,000/- (*)

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**



Offer: BUSINESS PROCESS SERVICES

Ref: TCSL/DT20195074374/Hyderabad/BPS/BTN

Date: 06/08/2019

Ms. Zehra Qureshi
10-3-282/2/A/8/22, Humayun Nagar, Near Masjid E Jahan Ara, Mehdiapatnam, Hyderabad.
Mehdiapatnam
Hyderabad-500028
Telangana
Tel# 91-8790718175

Dear Ms. Zehra Qureshi,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with Tata Consultancy Services Limited . You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,000/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.



OTHER BENEFITS

1. Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). You are automatically covered under a default HIS Plan.

You have the flexibility to choose a plan which is higher than the existing default plan, by paying the applicable additional premium plus Service Tax, in which case the below benefits can be availed:

- a) Domiciliary Cover: This is a provision to cover the cost incurred towards any domiciliary treatment up to a specified limit for each insured person per annum.
- b) Base Cover: This is a provision to cover the cost incurred on hospitalization treatments up to a specified limit for each insured person per annum.
- c) Floater Cover: This benefit covers the hospitalization expenses incurred over and above the basic hospitalization cover limit. This is a family floater cover for you and your enrolled dependents.

The total premium is split between Base Cover and Floater Cover Premium as per the plan applicable.

i. Base Cover Premium: Towards Domiciliary and Base cover for self, spouse and up to 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.

ii. Floater Cover Premium: Towards Floater cover is to be borne by you.

*Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail. For further details, please refer to the policy document

2. Professional Memberships:

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



3. Social Security - Employees' State Insurance:

The company will contribute 4.75% of your stipend or such amount as determined by law towards ESI contribution till you remain covered under Employee's State Insurance Act, 1948.

4. Compensation Benefits under ESI Act / Employees' Compensation Act:

Till you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of employment, from Employees' State Insurance Corporation.

When you will be out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of employment as per the Employee Compensation Act (Amendment Act of 2017) or the benefits under the Company's Group Term Life Insurance scheme / Personal accident insurance scheme as the case may be, whichever is more beneficial. For more details on this, refer TCS India policy - Group Life Insurance and TCS India policy - Health Insurance.

5. Night Shift Stipend:

Trainees assigned to night shifts for training would be eligible for a Night Shift Stipend of Rs. **200/-** per shift as per the company policy.

6. Process Specific Stipend:

Based on your allocation, to a process and on account of the process complexity involved, you may be eligible for additional process specific stipend, as defined by the Company.

TERMS OF TRAINEESHIP

1. Traineeship Pre-requisites

Your appointment as a Trainee / Apprentice under the model / certified Standing Order will be subject to successful completion of your graduation examination without any pending arrears / back logs during the entire course duration.

It is clearly understood, agreed and made abundantly clear that in case you do not successfully clear your graduation your traineeship with TCSL will be discontinued without any notice or notice pay

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



2. Traineeship Period:

During the period of your training of 12 months, you may be required to undergo classroom and on the job training. During this period, you may be appraised to evaluate your performance and if your performance is found to be satisfactory, you may be absorbed / appointed in the regular employment of the Company at its sole discretion.

It is hereby specifically clarified that the Company is under no obligation whatsoever to absorb / appoint you on regular basis upon successful completion of your training period of 12 months. You shall not be deemed to have been absorbed / appointed in the regular employment of the company, unless & until you receive a written communication in this regard from the Company.

If your performance is found unsatisfactory, TCSL may terminate your traineeship forthwith by giving you 30 calendar days' notice in writing or payment of stipend for 30 calendar days in lieu thereof.

If you remain on unauthorized absence for a consecutive period of 3 days during the training programme without authorisation or intimation, a presumption shall arise that you have abandoned your traineeship and the company shall be entitled to disqualify and disentitle you forthwith for any further training and your name is liable to be automatically stand discontinued from the list of ILP trainees without any further intimation / separate communication to you.

3. Hours of Training:

You may be required to undergo training in shifts and / or in extended training hours as permitted by law.

4. Leave:

You will be entitled for leaves as per the company's policy.

5. Transport:

TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements and the routes are predetermined and not permitted to be varied under any circumstances. The company will make appropriate provisions for those working in night shift as permitted by law/ policy.

6. Alternative Occupation / Traineeship:

During the period of your traineeship at TCSL, you are not permitted to undertake any other traineeship, employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of the company.



7. Confidentiality Agreement:

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of TCSL and its clients.

8. 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 a trainee of TCSL.

9. Notice Period:

You will have to give at least 30 calendar days' prior notice in writing before discontinuing your traineeship with the Company. The Company may discontinue your traineeship by giving you 30 calendar days' notice in writing or payment of stipend for 30 days in lieu thereof.

10. Medical Test:

You are required to undergo a pre-employment medical check-up and obtain a fitness certificate from the registered medical practitioner/Doctor. This is a pre-condition for employment. Please collect the medical check-up authorization letter from the company HR executive, at the time of submitting your written acceptance of this offer. To verify your identification, we request you to carry a photograph and a photo identification document issued by government like passport, PAN card, Election Card, Driving License etc. If you are a campus recruit, you may produce your current educational institute's photo identification card in the absence of government photo identification document.

Retention of reasonable medical fitness is also a condition of employment. The company also reserves the right to get yourself examined by a doctor at any time during your employment to ascertain your medical fitness. The opinion of the doctor appointed by the company shall be final and binding on both parties. Your failure, refusal or inability to appear for such medical examination will result in the determination of your employment contract without any notice or notice pay in lieu of notice.

Your services are liable to be terminated / determined on account of your continued ill health or if you are found to be medically unfit for the job as may be certified by the company's doctor.

11. Background Check:

Your traineeship will be subject to a background check in line with the Company'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



checks are unfavorable or at a variance with your own declarations, your traineeship will be discontinued without any notice.

12. Submission of Documents:

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

- 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 Post-graduate)
- Birth Certificate / Proof of Age
- Passport
- 6 photographs - passport size
- An affidavit / notarised undertaking that there is no criminal offence registered/pending against you.

Your original documents will be returned to you after verification.

13. Initial Learning Programme (ILP)

On joining TCSL as Trainee, you will be given the benefit of formal & on the job training ("Initial Learning Programme") at the location, as identified, for such a period as TCSL may decide. The said training programme forms a critical part of your traineeship and is an ongoing process. TCSL continues to make investment on training and development of its trainees. This will be of immense value to you and a large part of 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. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

14. Letter of Appointment

Your will be issued a letter of appointment on your joining and after completing joining formalities as per TCSL policy

15. Terms and conditions:

The above terms and conditions of traineeship are specific to your traineeship period in India

16. Rules and Regulations of the Company:

Your traineeship will be governed by the policies, rules, regulations, practices, processes and procedures of the Company as applicable to you and the changes therein from time to time.



17. Compliance to all clauses:

You will be required to fulfill all the terms and conditions mentioned in this letter of offer of traineeship. Any failure to fulfill any term and /or condition and/or failure to clear any test successfully would entitle TCSL in withdrawing this letter of traineeship 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 the 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 sole discretion of TCSL .

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Limited

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



Encl: Annexure 1: Acceptance



ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the letter of offer and Terms of Traineeship ref No **TCSL/DT20195074374/Hyderabad/BPS/BTN** on _____ (MMM/DD/YYYY).

I hereby accept this Offer and intend to join traineeship on:

Signature:

Name:



Kiran Kotti <Kiran.Kotti@infor.com>
to me ▾

May 13, 2019, 11:36 AM

Hi Subbarao,

Below three candidates are shortlisted

Niveditha, Karishma & Shafiya.

...

Best regards,





equityadvisor <equityadvisor@karvy.com>
to me ▾

Thu, Apr 18, 2019, 5:32PM

Hi Subba Rao,

Congratulations after completing the interview out of 8 candidates 2 are selected for the role of Online advisor and Osd/Inbound, Below are the names of the candidates

- R.Shivani
- Nikitha Dakara.

Please send Aadhar card of the candidates by end of the day.

Regards,

February 02, 2020

Dear Uma Maheshwari Hamali,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

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

712

15,712/-
(*)

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		

Second Year

17000

810

17,810/-
(*)

Third Year

19000

910

19,910/-
(*)

Fourth Year

23000

0

23,000/-
(*)

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.

February 02, 2020

Dear Jangam Namratha,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Trainee - Computer Applications** which will be in Career Band **WASE/WIMS** of the organization.

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

712 15,712/-
(*)

Period	Scholarship	ESI	Consolidated Scholarship* (INR pm)
First Year	15000		

Second Year	17000	810	17,810/- (*)
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Fourth Year	23000	0	23,000/- (*)

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.

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