



Bharatiya Vidya
Bhavan

Bhavan's Vivekananda College

of Science, Humanities & Commerce
Autonomous College - Affiliated to Osmania University
Accredited with 'A' grade by NAAC
Sainikpuri, Secunderabad - 500094



NAAC RE-ACCREDITATION - 2ND CYCLE

**Criterion V: -
Student Support
and Progression**

5.2.1
Annual Reports and Offer
Letters
2015-2016

Submitted to

National Assessment and Accreditation Council



**Bhavan's Vivekananda College
of Science, Humanities and Commerce
(Autonomous College)
(Accredited with 'A' Grade by NAAC)
Sainikpuri, Secunderabad – 500 094**

**Career Guidance and Placement Cell
Annual Report – 2015-16**

The career guidance and placement cell (CGPC) has had another fruitful year of placements in the academic year 2015-16 which saw various companies approaching for fresh talent for their organization. Each year, we invite and host companies on campus to hold recruitments for our students. This year we saw many leading corporate recruit a considerable number of students.

The CPGC is headed by our principal, Prof Y Ashok. The CGPC coordinator is Mrs. Seema Ghosh, all the activities of the CGPC are led by Dr. M V S Mahendra and assisted by members of CGPC and student volunteers. The objective of CGPC is to link academia with industry, many multinational and Indian companies are regular recruiters of the college. Many companies have expressed their desire to strengthen their association with our institution in many ways.

CGPC has organized various programmes to guide the students on career options and placement opportunities. To strengthen the employability skills of our students, CRT classes, lectures were organized.

EY has continued with their scholarship programme for the second season. EY has selected 9 best colleges across India and our college is the only college selected in Telangana and Andhra Pradesh. Around 50 students sent their business proposals and four students were shortlisted as finalists. They are Mr. Gunnet Singh of B.Com (Hons), Mr. P Harshavardhan of B.Com (Hons), Mr. Nalin Chaturvedi of B.Com (Reg) and Mr. Niranjana J of B.Com (Reg). Mr. Gunnet Singh was declared the winner of the programme. He has won a cash prize of Rs.1,00,000 and an internship of two months.

We have continued with collaboration of CII for the second year and various events were organized in collaboration with CII. Our college young Indians participated in the awareness programme conducted by CII for Swach Bharath in various Government Schools in Hyderabad.

CGPC Details

Email: placementcell@bhavansvc.org

Mrs. Seema Ghosh : 9849307930

Dr. M V S Mahendra : 9246177357

Facebook:

<https://www.facebook.com/Bvcplacementcell-676815729081458/>

Facebook page will serve as an online notice board

CGPC Team

1. Mrs. Seema Ghosh, CGPC Coordinator (On Study Leave)
2. Dr. M V S Mahendra, I/C CGPC Coordinator
3. Dr. Nagapadma, Member
4. Mrs. Uma Jayender, Member
5. Mrs. Sreedevi, Member
6. Mr. Ramakrishna, Member
7. Mr. Mahesh, Member
8. Mrs. K Suvarchala Rani, Member
9. Mrs. Vanitha, Member
10. Mrs. Krishna Veni, Member
11. Mr. Naveen Kumar, Member
12. Mr. Chenna Krishna, Member

CGPC Annual Report 2015-16

Activities of CGPC

S.No	Date	Name of the Activity	Resource Person	Targeted Audience
1	20/06/2015	Placement Eligibility Test	CGPC Team	All UG Students
2	23/06/2015	Personal Interview	Department of Languages	All UG Students
	24/06/2015			
	25/06/2015			
3	July	Campus Recruitment Training(CRT) Classes	T. I. M. E Institute	All UG Students
4	July	CRT Classes	T. I. M. E Institute	All MBA Students
5	July	Soft Skills Classes	Mrs. Sudha Gorthi, Freelancer	All PG Students
6	10/07/2015	Entrepreneurial Development Programme	National Small Industries Corporation	B.Sc (Life Sciences & Physical Sciences)
7	13/07/2015			B.Com
8	14/07/2015			BBA, BA and BCA
9	12/08/2015	EY Scholarship Programme	EY	All B.Com II year Students
10	14/08/2015	Induction Programme for Young India	CII	All UG Students – Yuva Registered Students
11	27/08/2015	Workshop on “Women Entrepreneurship – Breaking Barriers”	CII	Yuva Registered Students
12	25/09/2015	Yu Start – National Level Student start up Challenge	CII	Yuva Registered Students
13	26/09/2015	Talking Head Series	Mr. Raghu, Founder of Concept Waves and Mr. Vijay, Founder of Carz	Yuva Registered Students
14	21/11/2015	Entrepreneurial Awakening Programme	CII, T-Hub	Yuva Registered Students
15	19/12/2015	Entrepreneurial Journey and Learning	Ms. Neha Shah	Yuva Registered Students

CGPC Annual Report 2015-16

List of Students selected Through Campus Placements

S.No	Name of the Company	Profile	Number of Selects	Compensation Details
1	ADP	Operations	7	2,00,000
2	Amazon	Customer Care	5	2,90,000
3	Amazon	Seller Support	9	2,50,000
4	Amazon	TRMS	5	2,50,000
5	Asain Paints	Marketing	1	2,76,000
6	Berkedia	Finance	4	3,60,000
7	Biological E	Trainee	2	2,50,000
8	Capital IQ	Finance	1	1,80,000
9	Cognizant	Programmer Trainee	9	2,04,000
10	Deloitte	Tax	15	3,02,500
11	Deloitte	Finance	5	3,02,500
12	Deloitte	CTS	3	3,02,500
13	Deloitte	Netherlands Audit	1	5,35,000
14	Directi	Marketing	5	3,55,417
15	EY	Audit	3	3,00,000
16	Factset	Finance	50	2,05,413
17	Factset	Quality Assurance	9	2,21,084
18	Franklin Templeton	Mutual Funds	25	2,83,708
19	FTD Ltd.	Web Programmer	1	2,40,000
20	Genpact	Customer Service	37	2,42,000
21	Goldman Sachs	Operations	9	3,60,000
22	HGS	Health Services	6	3,30,000
23	ICICI Securities	Marketing	2	3,00,000
24	KPMG	Audit	2	2,50,000
25	Sutherlands Global Services	KPO	75	2,40,000
26	Tech Mahindra	IT	6	2,50,000
27	UBER	Operations	6	3,00,000
28	Unisys	IT	12	3,03,796
29	Virtusa	IT	10	2,04,000
30	Waterhealth	Management Trainee	4	3,50,000
31	Wipro	WASE WISTA	80	1,62,000
Total			409	

CGPC Annual Report 2015-16

Table showing number of selects - Gender and stream wise

Stream	Female	Male	Grand Total
B.Com (Computers) III Year	47	35	82
B.Com (Honors) III Year	13	19	32
B.Com (Regulars) III Year	35	36	71
B.Sc (BTGC) III Year	1	1	2
B.Sc (MBIC) III Year		1	1
B.Sc (MGC) III Year	7		7
B.Sc (MECS) III Year	26	24	50
B.Sc (MPCS) III Year	5	18	23
B.Sc (MSCS) III Year	28	19	47
BA III Year	4	1	5
BBA III Year	14	4	18
BCA	1	12	13
M.Com	8	2	10
M.Sc (Biochemistry)	1	1	2
M.Sc (Microbiology)	1	2	3
MBA	15	28	43
Grand Total	206	203	409



(Dr. Y. ASHOK)
PRINCIPAL

Bhavan's Vivekananda College of Science
Humanities & Commerce
Sainikpuri, R.R. (Dist.)

Nahal Mohammed <mohammdn@adp.com>

7/1/2016 11:04

List of candidates selected during campus fy16

To placementcell placementcell <placementcell@bhavansvc.org>

Name	Mobile	Email
Subramanian Va	9849095171	vasmanian1995@yahoo.co.in
Harpreet Singh	8712298751	harpreetsinghsandhu0@gmail.com
Chandana Gs	8978379468	gs.chandana9@gmail.com
Bhyravabhatla Uma Maheshwari	9291207236	uma.bhirav@gmail.com
Shantanu Poddar	8801322238	shantanupoddar@yahoo.com
Mohammed Shabbir Hussain Shah	8121689153	mohammed53.ms@gmail.com
Keerthana Somasundaram	0868674655	keerthanasomasundaram44@gmail.com

We are happy to share the final list of offered candidates during 2016 campus drive. Thank you

Regards,

Nahalzama Md | Human Resources

"Fortune 9", Somajiguda | Raj Bhavan Road, Hyderabad

Office: +91-40-6757-8429

Hand Phone: +91-9959609669

nahal.mohammed@adp.com

Human Resource

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- image001.gif (4 KB)
- image002.png (1 KB)
- image003.gif (2 KB)
- image004.gif (2 KB)
- image005.gif (2 KB)

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RE: Campus Placements - Bhavans college - Reg**Nahal Mohammed**

To placementcell placementcell

22/12/2015 10:47 

Hi,

Thank you for the update.

Regards,

Nahalzama Md | Human Resources
"Fortune 9", Somajiguda | Raj Bhavan Road, Hyderabad

Office: +91-40-6757-8429
Hand Phone: +91-9959609669
nahal.mohammed@adp.com

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-----Original Message-----

From: placementcell placementcell [placementcell@bhavansvc.org]
Sent: Tuesday, December 22, 2015 9:19 AM
To: Mohammed, Nahal
Subject: RE: Campus Placements - Bhavans college - Reg

Dear Nahal

I will be out of station on 28/12. Dr. Mahendra will be the POC for the campus drive. Please be in touch with him if you need to clarify anything. I will access to my mails. His contact no. Is 9246177357.

Thanks and Regards

Seema Ghosh

On December 14, 2015 at 7:05 AM [Mohammed, Nahal](#) wrote:

Thank you madam

Regards,

Nahalzama Md | Human Resources
"Fortune 9", Somajiguda | Raj Bhavan Road, Hyderabad

Office: +91-40-6757-8429
Hand Phone: +91-9959609669
nahal.mohammed@adp.com

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-----Original Message-----

From: placementcell placementcell [placementcell@bhavansvc.org]
Sent: Monday, December 14, 2015 12:03 PM
To: Mohammed, Nahal
Subject: RE: Campus Placements - Bhavans college - Reg

Dear Nahal

We confirm our placement drive on 28th Dec 2015.

thanks and regards
Seema Ghosh.

On December 13, 2015 at 2:09 PM Mohammed, Nahal
wrote:

Hi,

Due to unavailability of the panel and ambassador visit at Adp. We are required to move the campus visit date to 28th Dec,2015.Hope you would be able to accommodate the same.

Please confirm if we can plan accordingly.

Regards,

Nahalzama Md | Human Resources
"Fortune 9", Somajiguda | Raj Bhavan Road, Hyderabad

Office: +91-40-6757-8429
Hand Phone: +91-9959609669
nahal.mohammed@adp.com

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-----Original Message-----

From: placementcell placementcell
[placementcell@bhavansvc.org]
Sent: Wednesday, December 09, 2015 3:32 PM
To: Mohammed, Nahal
Subject: RE: Campus Placements - Bhavans college - Reg

Dear Nahal

Greetings from BVC.

Kindly send the details of job description, logistics requirements and selection procedure for the campus drive which is scheduled on 16th dec, 2015.
Please reply at the earliest.

thanks and regards
Ms. Seema Ghosh.

On December 4, 2015 at 1:41 PM Mohammed, Nahal
wrote:

Hi,

16th is fine with us if there is no other option. Thank you.

Regards,

Nahalzama Md | Human Resources
"Fortune 9", Somajiguda | Raj Bhavan Road, Hyderabad

Office: +91-40-6757-8429
Hand Phone: +91-9959609669
nahal.mohammed@adp.com

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Let us know if you have any MBA HR(With 65% Marks in graduation & PG) candidates. who have completed their post-graduation in 2015.

Regards,

Nahalzama Md | Human Resources "Fortune 9", Somajiguda | Raj Bhavan Road, Hyderabad

Office: +91-40-6757-8429
nahal.mohammed@adp.com<nahal.mohammed@adp.com>

[email-logo]<<http://www.adp.com/>>[LinkedIn]<<https://www.linkedin.com/company/adp>>[Twitter]<<https://twitter.com/ADP>>[Facebook]<<https://www.facebook.com/AutomaticDataProcessing>>[Youtube]<<https://www.youtube.com/user/adp>>

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-----Original Message-----

From: placementcell placementcell
[placementcell@bhavansvc.org]
Sent: Friday, December 04, 2015 7:04 PM
To: Mohammed, Nahal
Subject: RE: Campus Placements - Bhavans college - Reg

Dear Nahal

Greetings from BVC.

We are having factset on 8th and management fest on 9th and 10th for b.com students. It is not possible for us to confirm the given dates.

We can have on 15th or 16th dec 2015. Please confirm at the earliest.

thanks and regards
Ms. Seema Ghosh.

On December 4, 2015 at 9:45 AM "Mohammed, Nahal"
<MohammdN@ADP.com>
wrote:

Hi,

As discussed kindly confirm the date of the campus drive whether it is on 8th or 9th of Dec.

Your early response is appreciated

Regards,

Nahalzama Md | Human Resources
"Fortune 9", Somajiguda | Raj Bhavan Road, Hyderabad

Office: +91-40-6757-8429
Hand Phone: +91-9959609669
nahal.mohammed@adp.com

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-----Original Message-----

From: placementcell placementcell
[placementcell@bhavansvc.org]
Sent: Friday, November 27, 2015 4:49 PM
To: Mohammed, Nahal
Subject: Campus Placements - Bhavans college - Reg

Dear Nahal

Greetings from BVC.

We would like to invite you for the campus drive. please share with us the feasible dates and job description.

thanks and regards
Seema Ghosh.

On October 23, 2015 at 10:17 AM "Mohammed, Nahal"
<MohammdN@ADP.com>
wrote:

Hi,

We are looking for HR interns in the areas of Recruitment & HR communication.

Amazon - Hiring Event Details

Emma D'silva

8/12/2015 13:37 

To placementcell@bhavansvc.org

▶  5 attachments View Download

Hi Mahendra,

As per our discussion, I am writing to you to give you a detailed information of the event.

We are planning to do a campus event on **17th December**. This is for the US HR Operations entry level positions in Hyderabad.

As requested, please find my mobile number: 9985600010

Also, please find the eligibility criteria below:

- Has good communication skills
- Any graduates (**No** BTech, BCA, MTech and MCA) MBAs are preferred
- 24/7 nights shifts and may need to work on weekends
- **2016 pass-outs only**
- Upto 1 year of experience considered
- Salary - **2,30,000 p.a** (exclusive of night shift, over-time allowances and Sodexo passes).

Do let us know in case you have any questions.

Emma D'silva | Recruitment Coordinator | Amazon India


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Have feedback on our recruiting process? Write to recruiting-feedback@amazon.com (<mailto:recruiting-feedback@amazon.com>)

RE: List of Selected Candidates - Bhavans College - Sainikpuri - Reg.

campus-nontech

29/12/2015 11:32

To placementcell placementcell Copy campus-nontech

Hi Team,

Please find the below list of selects from Bhavans College.

First Name	Last Name	Source	Source Name	Process	Email
Akhilesh	Kumar	Campus	Bhavans Degree College	CS	akhilesh_kumar170@yahoo.com (mailto:akhilesh_kumar170@yahoo.com)
Tunk	Monika	Campus	Bhavans Degree College	CS	monikakupili9495@gmail.com (mailto:monikakupili9495@gmail.com)
M	Nikhilesh	Campus	Bhavans Degree College	CS	nikhileshpillai04@gmail.com (mailto:nikhileshpillai04@gmail.com)
Jagarlapudi	Manasa Lakshmi	Campus	Bhavans Degree College	CS	manasaminnie@gmail.com (mailto:manasaminnie@gmail.com)
Alfred	James	Campus	Bhavans Degree College	SS	alfredjames181095@gmail.com (mailto:alfredjames181095@gmail.com)
C.Arya	Devi	Campus	Bhavans Degree College	SS	arya@arkays.info (mailto:arya@arkays.info)
Divya	Rani	Campus	Bhavans Degree College	SS	divya.rani6316@yahoo.com (mailto:divya.rani6316@yahoo.com)
Kommalapati Pratyush	Mohit	Campus	Bhavans Degree College	SS	pratyushmohit226@gmail.com (mailto:pratyushmohit226@gmail.com)
Tanishiq	Budhuwar	Campus	Bhavans Degree College	SS	sherry.budhwar1995@gmail.com (mailto:sherry.budhwar1995@gmail.com)
Rashpreet	Singh Saluja	Campus	Bhavans Degree College	SS	rashpreet88@gmail.com (mailto:rashpreet88@gmail.com)
Shaik Tameem	Basha	Campus	Bhavans Degree College	SS	tameem1104@gmail.com (mailto:tameem1104@gmail.com)
Daniel	Jacob	Campus	Bhavans Degree College	SS	d.jacob44.dj@gmail.com (mailto:d.jacob44.dj@gmail.com)
Swetha	Chavali	Campus	Bhavans Degree College	SS	swethachavali@gmail.com (mailto:swethachavali@gmail.com)

Namami	Naman Mishra	Campus	Bhavans Degree College	CS	namamimishra1996@gmail.com (mailto:namamimishra1996@gmail.com)
M.	Sharanya	Campus	Bhavans Degree College	TRMS	sharanya.nair@gmail.com (mailto:sharanya.nair@gmail.com)
Rathod	Akash	Campus	Bhavans Degree College	TRMS	akashrathore141@gmail.com (mailto:akashrathore141@gmail.com)
Tarun	Velli	Campus	Bhavans Degree College	TRMS	tarunvelli@gmail.com (mailto:tarunvelli@gmail.com)
Sujay	Gopal Sudhan	Campus	Bhavans Degree College	TRMS	sujayshady.gs@gmail.com (mailto:sujayshady.gs@gmail.com)
Venagurthy	Srikanth Chary	Campus	Bhavans Degree College	TRMS	chiri.storm@gmail.com (mailto:chiri.storm@gmail.com)

Thanks & Regards
N Vikas Singh

-----Original Message-----

From: placementcell placementcell [mailto:placementcell@bhavansvc.org]
Sent: Tuesday, December 29, 2015 10:32 AM
To: Singh, N Vikas <singhns@amazon.com>
Subject: List of Selected Candidates - Bhavans College - Sainikpuri - Reg.

Dear Vikas

Greetings from BVC.

Please share with us the selected list of students for seller support, customer service, TRMS.

thanks and regards
Ms. Seema Ghosh.

> On December 17, 2015 at 10:16 AM "Singh, N Vikas" <singhns@amazon.com
(mailto:singhns@amazon.com)> wrote:

>

>

> Hi Seema,

>

> Please find the below list.

>

>

> First Name

RE: Asian Paints Ltd | Campus Placements - Bhavans Vivekananda College
- Student details

Sunanda Das

To placementcell placementcell

12/12/2015 13:29

Hi Seema,

Mohd. Abdul Quadeer has been selected in the final round. Please inform him.

Regards,
Sunanda

-----Original Message-----

From: Sunanda Das

Sent: Saturday, December 05, 2015 2:32 PM

To: 'placementcell placementcell'

Subject: RE: Asian Paints Ltd | Campus Placements - Bhavans Vivekananda
College - Student details

Hi Seema,

Further to our discussion, please note that the final round of interview has been scheduled on 11th December at 10 AM at the below address. Please schedule the shortlisted students,

1. K. Siva Prakash Narayana Rao
2. Mohd. Abdul Quadeer

Venue - Asian Paints Ltd., Mahalaxmi Trade Centre, SY.No: 155, First Floor,
Opp. Bowenpally Market Yard, Tirumalgiri Mandal, Secunderabad - 500009.
Contact person – Chidambaram J S Krishna

Regards,

Sunanda Das
Divisional HR Officer – East

-----Original Message-----

From: placementcell placementcell [placementcell@bhavansvc.org]

Sent: Saturday, November 28, 2015 3:04 PM

To: Sunanda Das

Subject: RE: Asian Paints Ltd | Campus Placements - Bhavans Vivekananda
College - Student details

Dear Sunanda

Greetings from BVC.

Please find the enclosed attachment of students details who are interested for the campus drive.

thanks and regards
Ms. Seema Ghosh.

On November 27, 2015 at 8:25 AM Sunanda Das
<sunanda.das@asianpaints.com>
wrote:

Hi Ma'am,

Thank you for confirming. The drive is confirmed for 2nd December. It was mentioned erroneously as October in the trail mail. I have already contacted the below colleges for the drive. In case I have missed out

any other good college in Hyderabad/Secunderabad, who are AICTE approved and their students meet the eligibility criteria then please inform them of the drive. Also, would request you to keep me updated on any new campuses being included.

The process flow is as follows -

- We will begin with an audio visual presentation followed by a pre placement talk
- Post that, a 25 minutes aptitude test process will be conducted
- Students qualifying the test will go for their GD
- Students shortlisted from the GD will then be sent for their first round of interview

Campuses informed -

1. Amity
2. Gitam
3. Badruka
4. VJIM
5. Aurora
6. SSIM

Do call me incase of any query.

Regards,

Sunanda Das
Divisional HR Officer – East
9836373925

-----Original Message-----

From: placementcell placementcell [placementcell@bhavansvc.org]
Sent: Thursday, November 26, 2015 6:26 PM
To: Sunanda Das
Subject: RE: Asian Paints Ltd | Campus Placements - Bhavans Vivekananda College

Dear Sunanda

Greetings from BVC.

Thank you for considering our college. With reference to our telephonic conversation, I have spoken with my Principal and he has agreed to organize the campus drive at our college. We can provide the required infrastructure for the drive.

thanks and regards
Ms. Seeem Ghosh.

On November 26, 2015 at 12:00 PM Sunanda Das
<sunanda.das@asianpaints.com>
wrote:

Hi Ma'am,

As discussed, we are planning for the Campus Drive on 2nd October, please find enclosed the JD and eligibility criteria for the same. Request you to please send me tracker with the list of interested students mentioning the below details,

- Student Name
- Gender
- Date of Birth
- % in 10th
- % in 12th
- % in Graduation
- Graduation degree in
- MBA specialization

- Prior experience(if any)
- Languages known
- Hometown

I will confirm you the final venue details shortly.

Regards,
Sunanda

-----Original Message-----

From: placementcell placementcell
[placementcell@bhavansvc.org]
Sent: Wednesday, August 26, 2015 10:10 AM
To: Sunanda Das
Subject: Re: Asian Paints Ltd | Campus Placements - Bhavans
Vivekananda College

Dear Sunanda Das

Greetings from BVC.

Please find the enclosed attachment of campus details of Bhavans
Vivekananda College.
Thanking You

With Regards
Seema Ghosh

On August 24, 2015 at 7:48 AM Sunanda Das
<sunanda.das@asianpaints.com>
wrote:

Hi,

This is in reference to the upcoming campus placements for Sales
officers.
Kindly fill in the questionnaire and share by August 31st.

Regards,

Sunanda Das
Divisional HR Officer - East
[cid:image002.png@01D03AF9.DBF3A570]

For our email disclaimer please visit
<http://www.asianpaints.com/disclaimer.aspx#email>

placementcell

From: Mastan Kopuri <Mastan.Kopuri@berkadia.com>
Sent: Wednesday, March 04, 2015 1:49 PM
To: placementcell@bhavansvc.org
Cc: Vijay Meda; Hemanth Goparaj; Priya Ithadi; Abhilasha Kumari
Subject: Campus Placement-2015

Dear Mr. Mahendra,

Greetings for the day!!!

It gives me immense pleasure to connect with you through recruitment drive.

Position: Entry Level.

Recruitment Date: 10/3/2015

Time: 11AM

Selection Process: Written Test and HR Round.

JD: As we have many processes related to Finance we need candidates MBA Finance with excellent subject knowledge with decent verbal & written skills.

Eligibility: MBA (Finance)

CTC: It starts with 2.2 – 2.4Lacs depends on process they join.

Day shift: 2.2Lacs-2.4Lacs (CTC) + 15,600 (Food coupons).

Night Shift: 2.2Lacs-2.4Lacs (CTC) + 15,600 (Food coupons) + 42000 (Night shift allowance)

Introduction to Organization:--

Introduction:---Berkadia is one of the most prominent lenders in the commercial real estate industry and a highly rated master, primary and special servicer managing a portfolio of approximately \$238 billion as of Dec 2014. Berkadia provides access to capital for the acquisition, refinance, construction or rehabilitation of commercial real estate properties including: multifamily, seniors housing, healthcare, and student housing, retail, offices, land, industrial and manufactured housing communities.

Berkadia is a correspondent for numerous insurance companies and other institutional lenders, as well as a leading lender for Fannie Mae, Freddie Mac and HUD/FHA.

Specialties

Commercial real estate loan origination, Primary, master and special servicing, Asset management.

Details:--

Berkadia Commercial Mortgage LLC, a special, master, and primary servicer, provides management and resolution services for performing and nonperforming loans and commercial real estate assets. It offers clients access to capital sources for the acquisition, construction, rehabilitation, or refinance of commercial real estate properties, as a correspondent for insurance companies and an approved lender for businesses. The company, as a master servicer, assumes ultimate responsibility for the servicing and administration of mortgage loans contained in a commercial mortgage-backed securitization; handles cash management functions as required by the particular pooling and servicing agreements; makes remittances to the client or trustee, and distributes periodic reports to the trustee and rating agencies; does loan payment collection and oversight of each primary or sub-servicer; and provides P&I and servicing advances for commercial mortgage-backed securities (CMBS). Berkadia Commercial Mortgage, as a primary servicer, handles cash management, escrow administration,

financial statement analysis, property inspections, loan administration, surveillance and underwriting, and portfolio, transaction, and loan level reporting. The company also offers asset management and special servicing; commercial real estate investment sales services; and conventional and GSE, and HUD/FHA loan origination and servicing. It helps in managing and resolving commercial real estate-asset portfolios of government agencies, commercial banks, investment banks, CMBS trusts, opportunity funds, and public retirement funds.

Regards,



Mastan Kopuri

HR Executive

9th Floor, Block 2, DLF Cybercity Gachibowli Village, Plot No:129 to 132 Serilingampalli Mandal | Hyderabad AP 500019

T: +91 (040) 30896321

mastan.kopuri@berkadia.com | www.berkadia.com

Berkadia Services India Private Limited

a Berkshire Hathaway and Leucadia National company

This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose message from your system. Thank you.



Mastan Kopuri

Executive Human Resources

9th Floor, Block 2, DLF Cybercity Gachibowli Village, Plot No:129 to 132 Serilingampalli Mandal | Hyderabad AP 500019

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This message is intended for the individual or entity named above. If you are not the intended recipient, please do not read, copy, use or disclose message from your system. Thank you.

placementcell

From: placementcell placementcell <placementcell@bhavansvc.org>
Sent: Saturday, February 06, 2016 1:10 PM
To: K V Achalapathi
Subject: Re: Fwd: Selected candidates - Biological E.

Dear Sir

With reference to your mail for the selected students of Biological E Limited, Please find the attendance details of the students:

Mr. Rajinikar Reddy M.Sc (Microbiology) Bhavan's Vivekananda College III Sem
attendance 76% IV SEm attendance 74% (as on date) Average 75%

S Vijay Sai M.Sc (Microbiology) Bhavan's Vivekananda College III Sem attendance 78% IV SEm attendance 81% (as on date) Average 79.5%

The information about the placement talk has been shared with the students.

thanks and regards

Dr. M V S Mahendra

> On February 3, 2016 at 6:35 AM K V Achalapathi <dps.osmania@gmail.com>

> wrote:

>

>

> Dear TPO,

> The following students from your college have been selected with

> regard to Biological E Ltd recruitment drive

>

> The candidates will need to visit the Shameerpet plant for the offer

> discussion on 10th Feb, 2016.

>

>

>

> Reporting time: 9 AM

>

>

>

> Documents the students need to carry:

>

> 1. Education documents (Original & Photocopies)

>

> 2. Resumes.

>

>

>

> *Request you to confirm their attendance.*

>

> *NAME*
>
> *University*
>
> *Group*
>
> Vadla Mahesh Chary
>
> Univ.Collg of OU
>
> M.Sc Microbiology
>
> M.Sai Praveen
>
> Aurora's Research & Scientific Institute
>
> M.Tech Biotech
>
> Potlacheru Sumit
>
> Univ.Collg of OU
>
> M.Sc Microbiology
>
> Rajniker Reddy
>
> Bhavans Vivekananda
>
> M.Sc Microbiology
>
> S Vijay Sai
>
> Bhavans Vivekananda
>
> M.Sc Microbiology
>
> Regards
> Anuradha

To,
Nihitha Cherukuri,
Hyderabad

Dear Nihitha,

Sub: - Offer Letter

We are pleased to inform you that you have been selected for the post of a "Junior Research Associate" on the following terms & conditions

1. Salary : Base salary per month during training period **Rs.19,634/-**
(Nineteen Thousand Six Hundred Thirty Four rupees only)

Total Earnings per annum after confirmation from training period **Rs. 3, 54,980/-**
(Three Lakhs Fifty Four Thousand Nine Hundred Eighty rupees only)

*Gratuity will be paid as per Gratuity Act.
2. Validity : This offer is valid till **26-Sep-2016**. In case you do not report to duty on or before **26-Sep-2016**, this offer will be null & void. Based on the business requirements, you might be required to join us in short notice period.
3. Probation : You will be under probation for a period of **180 days** from the date of joining.
4. Termination : During the probation period this agreement can be terminated by either party by serving a one day notice or alternatively paying one day salary in lieu of notice. However, after confirmation, either party may terminate this agreement by giving two months' notice in writing or payment of salary in lieu of such notice period or any shortfall in such notice period.
5. Appointment Letter : A detailed appointment letter will be issued at the time of joining.
6. Indemnity Bond : You are required to sign an Indemnity Bond for the period of **one year** as the company is incurring and investing substantial amount and resources to provide necessary training for financial related services. Violation of the bond would be against a pre-estimated sum of **Rs. 50,000/-**

*With reference to your application and the campus placement, this offer is subject to the following terms and conditions: Please note that both your employment and the terms of employment referred herein will be effective only in the event of you having successfully completed your **MBA** qualification by **Oct, 2016**. If at any time it is noticed that the above prerequisite is not met or if it is found that you are not a qualified **MBA** by **Oct, 2016**, your employment will be terminated.

We request you to bring the following, at the time of joining.

- A) All Original Certificates, Marks lists, Service Certificates & relieving letter for verification. Kindly submit 3 set of photo copies of the same.
- B) Provide a valid photo identity proof to open your salary account.
- C) PAN Card & Aadhar Card
- D) Six passport size photos.

We are an organization that values its people. We are sure that you would find working with us conducive.

We look forward to a long and mutually fruitful association with you, as a member of S&P Capital IQ India family.

Thanking you,
Yours faithfully,

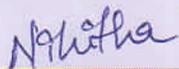

Ravindranath Tagore Vadde
Lead - HR

For S&P Capital IQ (India) Pvt. Ltd.

Acknowledgement/ Acceptance

I am very pleased to accept the offer with S&P Capital IQ Information Systems (India) Private Limited. Thank you for the opportunity. I will abide by the joining instructions and terms of the offer. I look forward to making a positive contribution to the organization.

Signature: _____



Date: 14-09-2016

From: CMRPlacement Cell <cmrgi.tpc@gmail.com>
Sent: Monday, July 13, 2015 9:18 PM
To: CMRIT Tpo; Madhava Rao; CMR EC; Placement Officer T&P Cell
Subject: Registration link for S&P Capital IQ Pool Campus Recruitment Drive :- CMR Group of Institutions, Hyderabad,

CMR Group of Institutions

Hyderabad

Dear Students,

This is to inform you that **CMR Group of Institutions** has been given the responsibility of organizing & coordinating a "Pooled Campus Recruitment Drive" for "S&P CAPITAL IQ" for 2015 batch.

S & P CAPITAL IQ

Brief write-up on the Company :

S & P Capital IQ, is a leading global investment and financial information solutions provider. S&P Capital IQ Platform, our unique combination of global private and public market data and software applications, is used by over 4200 leading financial institutions to draw deep market insights, generate better ideas, optimize relationships, and simplify workflow. The Hyderabad Research team, with around 3800 employees, powers the platform with all required data and the Tech team develops the tools that help research and workflow management.

REQUIREMENT DETAILS

Eligibility:

Transcripts Team is responsible for creating high quality transcripts of teleconferences and webcasts of corporate conference calls (Earnings calls, Shareholders/Analyst Calls & M&A Calls etc.) with the use of speech recognition software and other editing tools. We have an exceptional team in Manila that is comprised of voice writers, scopists, editors and publishers who all work together to provide the best possible product.

Qualifications and Skills Required:

- Qualification – Any Graduate/ Post Graduate with very good communication skills (non finance and commerce).
- Flawless written and oral communication skills in English.
- Flawless listening skills, ability to understand diverse accents
- Editors need excellent typing skills- as much as 45 - 70 wpm

Additional skills:

- Perform Internet research to confirm all terminology, products, and names
- Familiarity with financial markets and business organizational vocabulary.
- Previous experience in Transcription (medical/legal/business) is a plus; but not mandatory

Shift Timings :- Shift start time 7 PM or 8 PM IST at Hyderabad.

(Selected candidate need to work only in late evening/ night shifts).

Compensation Details:-

Gross salary per month during training period (180 days) – Rs. 16,500/- + plus night shifts allowances.

CTC Per Annum after confirmation from training period (180 days) Rs. 3, 31,630 + plus night shifts allowances.

Recruitment Process:-

- 1) Written test.
- 2) Candidates who are short listed in the written test should attend further rounds of interview (SAT test).
- 3) If candidate is through in the Final Technical Interview, offer letter will be issued.

1. Voice writer

Role

The Voice Writer's primary responsibility will be to transcribe conference calls (Earnings calls, Shareholders/Analyst Calls & M&A Calls etc.) using the Voice Writing method.

The Incumbent will be trained in to voice write and efficiently use speech recognition software to perform the job. The Voice Writer will create a transcript of a conference call in real time. Additionally, he/she will assist the team leaders in continuously improving the collection procedures.

Requirements

- Ability to concentrate, focus and deliver consistently in a fast-paced, deadline-driven environment
- Flawless written and oral communication skills in English.
- Flawless listening skills, ability to understand diverse accents and varying dictation styles-
- Excellent eye, hand, and auditory coordination.
- Excellent editing and proofreading skills.
- Must be flexible and able to handle multiple tasks.
- Exceptional attention to detail.
- Excellent typing skills.
- Strong ability to learn and apply new/emerging technologies.
- Previous experience with speech recognition software, such as IBM ViaVoice or Dragon Naturally Speaking is a plus.
- Familiarity with financial markets and business organizational vocabulary.

2. scopist

Role/Duties

The Scopist is responsible for proofreading and correcting a real-time text stream to produce high-quality transcripts of webcasts/conference calls covering financial reports of corporations worldwide.

- Working at a very rapid pace, proofread and correct an incoming streaming real-time text feed to match financial conference call audio as close to verbatim as possible
- Need to work in tandem with the voice writer to deliver the transcript virtually real-time with high quality levels
- Improve the accuracy of raw voice written text to a readable form
- Assist in building and maintaining terminology databases
- Work cooperatively with other roles within the Transcription Department

Requirements

- Ability to concentrate, focus and deliver consistently in a fast-paced, deadline-driven environment
- Proficient touch typist with a minimum typing speed of 60 wpm, willing to undergo training to reach 70 wpm
- Excellent written and oral communication skills in English
- Excellent listening skills, ability to understand diverse accents and varying dictation styles
- Computer application skills
- Excellent eye, hand, and auditory coordination
- Must be flexible and able to handle multiple tasks with multiple priorities and timeframes
- Exceptional attention to detail
- Strong ability to learn and apply new/emerging technologies
- Familiarity with financial markets and business organizational vocabulary

3. Editor

Role/Duties

The Transcription Editor is responsible for proofreading, fact-checking and editing high-quality transcripts while listening to audio of webcasts/conference calls covering financial reports of corporations worldwide

- Proofread and edit transcripts against the audio of the event
- Perform Internet research to confirm all terminology, products, and names
- Maintain a low error rate, contributing to very high-quality transcripts
- Assist in building and maintaining terminology databases

- Work cooperatively with other editors and with other roles within transcript

Requirements

- Ability to concentrate, focus and deliver consistently in a fast-paced, deadline-driven environment
- Excellent written and oral communication skills in English
- Excellent listening skills, ability to understand diverse accents and varying dictation styles
- Excellent Typing skills with minimum speed of 40 wpm and computer application skills
- Excellent eye, hand, and auditory coordination
- Excellent editing and proofreading skills
- Must be flexible and able to handle multiple tasks
- Exceptional attention to detail
- Strong ability to learn and apply new/emerging technologies
- Proficient in Internet research
- Familiarity with financial markets and business organizational vocabulary is a huge plus

The eligible and interested students need to apply by clicking the below given link.

REGISTRATION LINK FOR S&P CAPITAL IQ : [**CLICK HERE TO REGISTER**](#)

Last date of registration on 14th July 2015 by 4:00 PM.

Candidates MUST meet ALL of the following criteria:

Necessary Documents to be carried:-

- 1. Updated Resume**
- 2. College Identity Card or Govt issued ID card**
- 3. Xerox certificates**
 - a. 10th**
 - b. Inter**
 - c. UG**
 - d. PG**
- 4. Two Passport size Photographs**
- 5. Experience certificates if any.**

*****Without which you are not allowed into the campus recruitment process*****

Venue:

Central Placement office

CMR Group

Medchal Rd, Hyderabad.

Thanks & Regards
CMRGI PLACEMENT TEAM

• image003.png (43 KB)
shiva.tammishetti@cognizant.com
• image004.png (5 KB)

8/12/2015 01:13

Cognizant Technology Solutions- Bhavan's - 2016 Batch Final Selects

To placementcell@bhavansvc.org

Cognizant

Campus Recruitment -2016



Dear Seema Madam,

The Cognizant recruitment team is extremely happy to share with you the list of final selected candidates.

Full Name	Current Degree	Current Specialization	University Registration No	Stream
Chanchal Jain	B.Sc	Computer Science	107213474004	CIS PT
Harika Mamidi	B.Sc	MSCS	107213467077	CIS PT
Tarun Velli	B.Sc	MPCS	107213468072	CIS PT
Aksharapani Burra	B.Sc	MPCS	107213468064	CIS PT
Archana Nair	B.Sc	MPCS	107213468001	CIS PT
Geethika Sure	B.Sc	MSCS	107213467058	ITPT
Potnuru Vaishnavi	B.Sc	Computer Science	107213467083	ITPT
D Sindhusha	BA	Mass Communication	107213391053	Technical Writing
Arya Devi	BA	Mass Communication	107213391019	Technical Writing

We would share the offer letters hard copy based on the final acceptance. Please convey our best regards to the faculty members and the management for the hospitality and the interest shown towards Cognizant. We take this occasion to congratulate all those who have been selected for Cognizant. We wish all your students the very best in their career life.

We thank you and your institution for providing us the opportunity to meet with the top class students of your institution. We hope that the exercise and its learning will help strengthen the symbiotic partnership we mutually enjoy.

As always, with great regards

Shiva Prasad Tammishetti | Human Resources- Talent Acquisition |
Cognizant Technology Solutions | Mb No: 7893211100



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• oledata.mso (24 KB)

shiva.tammishetti@cognizant.com

29/10/2015 12:29

RE: Bhavans College | Campus Drive Dates| Reg

To placementcell@bhavansvc.org Copy anoop.bn@cognizant.com

Dear Seema Mam,

As discussed please block 24th November for Test Process at your college and we will be considering the below streams for our process.

- B.Sc. (Maths/Physics/Statistics)
- BCA
- B.A (Mass Communication)

Regards

Shiva Tammishetti

-----Original Message-----

From: placementcell placementcell [placementcell@bhavansvc.org]

Sent: Thursday, October 29, 2015 12:26 PM

To: Tammishetti, Shiva (Cognizant)

Subject: Bhavans College | Campus Drive Dates| Reg

Dear Shiva

Greetings for the day.

We would like to request you to organize the campus drive on 24th Nov 2015.

Kindly confirm the date.

with regards

Ms Seema Ghosh.

On October 20, 2015 at 12:22 PM Shiva.Tammishetti@cognizant.com wrote:

[cid:image004.png@01D10B57.B5927670][cid:image004.png@01CEE9EB.0E92EF60]

Make a Difference Today. Opportunities for your students at Cognizant's Quality Engineering & Assurance Practice.

Dear Seema Mam,

Greetings from Cognizant!

Thank you for inviting Cognizant to recruit talented graduates from 2016 batch.

We are happy to share that in spite of the macro-economic volatility, Cognizant continues to post industry-leading revenue growth. This has increased our employee satisfaction by seven percent from the previous year, and resulted in very high employee retention rates relative to our peers.

Keeping in mind the continued fragility of the economy, as a matter of prudence, this year we would like to explore a combination of in-campus and just-in-time hiring.



Deloitte Tax Services India Private Limited

Plot No 14 & 15,
Deloitte Drive, Road No. 2
Hi-tec City Layout, Madhapur
Hyderabad, Telangana – 500 081
INDIA
Tel: +91 40 6670 4000
Fax: +91 40 6670 4005

<http://www.deloitte.com>

February 08, 2016

**Mr. Sanjay Venkatraman
Plot No. 225, Phase-2, Saket
Kapra, Secunderabad,
Hyderabad - 500062**

Subject: Offer of Employment

Dear Sanjay:

On behalf of **Deloitte Tax Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Consultant I - Tax** based in **Hyderabad**. As you are aware, the business operations of Deloitte Tax Services India Private Limited ("Employer") are closely aligned with the professional services provided by Deloitte Tax Services LLP. In accordance with the level mapping with U.S., your position as **Consultant I** is closely aligned with the position of **Tax Associate Analyst** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **June 13, 2016**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.2,75,004/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

You may also receive additional benefits as are generally accorded to the employees of the Employer, subject to the applicable policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **June 13, 2016**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Bengaluru, Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

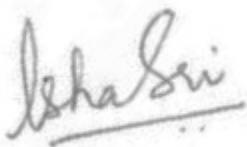
This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Sanjay, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team. If you wish to discuss any detail of this offer, please feel free to contact us.

Sincerely,

For Deloitte Tax Services India Private Limited

Best regards,

A handwritten signature in blue ink that reads "Usha Sri". The signature is written in a cursive style and is underlined.

Usha Sri Tangirala
Authorized Signatory



Deloitte Tax Services India Private Limited

Plot No 14 & 15,
Deloitte Drive, Road No. 2
Hi-tec City Layout, Madhapur
Hyderabad, Telangana – 500 081
INDIA
Tel: +91 40 6670 4000
Fax: +91 40 6670 4005

<http://www.deloitte.com>

August 17, 2016

**Mr. Sharang Mathur
#203,Pavani Hermitage,7-1-54
D.K.Road, Ameerpet,
Hyderabad - 500016**

Subject: Offer of Employment

Dear Sharang:

On behalf of **Deloitte Tax Services India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Consultant I - Tax** based in **Hyderabad**. As you are aware, the business operations of Deloitte Tax Services India Private Limited ("Employer") are closely aligned with the professional services provided by Deloitte Tax Services LLP. In accordance with the level mapping with U.S., your position as **Consultant I** is closely aligned with the position of **Tax Analyst** of the Employer. This title alignment is provided for informational purposes only and does not create any additional benefit, entitlement or obligation with regard to your employment with the Employer. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **November 07, 2016**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. As part of your annual compensation, you will receive a Total Salary of **Rs.4,50,000/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.40,000/-** subject to your reporting for full-time employment on **November 07, 2016**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **one year** of your start date.

You may also receive additional benefits as are generally accorded to the employees of the Employer, subject to the applicable policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") require their employees to

make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **November 07, 2016**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Bengaluru, Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

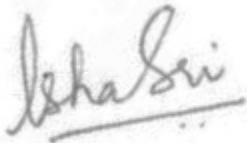
This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Sharang, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team. If you wish to discuss any detail of this offer, please feel free to contact us.

Sincerely,

For Deloitte Tax Services India Private Limited

Best regards,



Usha Sri Tangirala
Authorized Signatory

Mr. Sharang Mathur

Acceptance

I, **Sharang Mathur**, hereby accept the terms and conditions of this employment offer. I will furnish all the documents for your records or shall be provided to the employer on the mutually agreed upon start date.

- Passport Copy
- Copy of the PAN Card
- Three color passport photographs (Self)

Please sign and date your Acceptance

Sharang Mathur
Sharang Mathur (Aug 17, 2016)

Signature

Aug 17, 2016

Date

Annexure A

Mr. Sharang Mathur

Consultant I - Tax

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	13,150	1,57,800
House Rent Allowance (HRA)	6,575	78,900
Special Allowance ^{1a&1b}	5,262	63,144
Medical Allowance ²	1,250	15,000
Leave Travel Allowance ³	1,315	15,780
Meal Vouchers ⁴	2,200	26,400
Conveyance Allowance ⁵	1,600	19,200
Differential Allowance(L)	4348	52176
Employer's contribution to PF	1,800	21,600
Total Salary (in Rs.)	37,500	4,50,000
Variable Bonus*	You will be eligible for a performance linked variable bonus. If applicable, it will be paid out on the 31st of August on the basis of your performance and performance of the business	
Medical Insurance Premium ⁶	1,323	15,876

* The Variable Bonus will vary, primarily based on your performance and the performance of the business, during the Employer's fiscal year which is June through May. Your performance will be formally assessed as a part of the Employer Performance Review Cycle Process. At your level, the variable bonus opportunity could range from 0-10% of your Total Salary. The actual paid amount will vary depending upon the business and individual performance and in some circumstances, could exceed the payout range indicated. The performance of all the employees who have joined the Employer prior to March 1st will be assessed for the fiscal year ending in May. The disbursement of a Variable Bonus, if applicable, is subject to you being active on the rolls of the Employer on August 31st following the close of the fiscal year. For employees joining during the period March 1st to May 30th, a prorated Variable Bonus, if applicable, will be based on the first year-end review ratings in the subsequent year and paid on August 31st of that subsequent year. The Variable Bonus will not be paid in the event of termination of employment for any reason on or before the disbursement time. The application and interpretation of, and any determinations related to, the Variable Bonus is at the sole discretion of Employer. Employer may amend or terminate the Variable Bonus at any time.

All compensation and benefits are based on employee's position with the Employer in India.

Contd/-....

Annexure A

^{1a} All employees may claim tax exemption, subject to tax rules from time to time, from their Special Allowance component, expenses incurred towards communication and Driver / Fuel & Maintenance Expenses as per eligibility mentioned below:

	<i>^{1a} Communication Expenses</i>	<i>^{1b} Fuel Expenses</i>
Employee in Level - Analyst	<i>Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.</i>	<i>Petrol / Insurance / Repairs & Maintenance</i>
	Rs.3,000/- per month	Rs.7,500/- per month

^{1a} The internet/telephone/mobile bills should be in the Employee's name.

^{1b} The above limits for claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) is applicable only for all those who are on company car lease program. Prevalent prerequisite valuation rules would be applied for taxation purposes.

All employees at and above **Senior Staff** are eligible for the company car lease program. If you choose to avail of this benefit, the amount towards lease rental will be paid by the firm on your behalf to the leasing company and your compensation structure will be adjusted accordingly. A revised letter with the new compensation structure will be issued that will supersede this letter for all practical purposes.

² The Medical Allowance will be paid on a monthly basis. Bills towards legitimate medical expenses incurred by you and your immediate dependents should be submitted.

³ The Leave Travel Allowance (LTA) will be paid on a monthly basis as an allowance with tax deducted at source. If you choose to avail the tax benefit on LTA, you should submit proof of expenses incurred by you for Self and / your immediate dependents. The taxability or otherwise of LTA will be as per the Income Tax Act 1961, details of which will form part of the LTA Form.

⁴ Meal Vouchers will be issued at the start of each month and for the first month (For New Hires) prorated amount will be processed as part of payroll. If not collected, it will be processed as a taxable amount with the salary.

⁵ The Conveyance Allowance will be paid on a monthly basis as a tax exempted component. For Professionals who are on the company car lease program, this amount will be paid after appropriate tax deduction at source.

⁶ Annual Floating Medical Insurance Coverage for self and **6 dependents** is being paid by the Employer on your behalf. The premium amount is subject to change every year post renewal of insurance policy. In case you opt for an enhancement of the coverage limit, the additional premium will be adjusted accordingly from the special allowance.

You will also be entitled to Round-the-clock Personal Accident & Group Life Insurance Coverage for self. Premium towards the same is being paid by the Employer.

Original bills towards the above components should be submitted during the Income Tax fiscal period evidencing the expenditure to get Income Tax exemption, failing which the same will attract applicable Income Tax.

Submission of false, tampered or altered bills as proof of expense for any of the above components will result in disciplinary action including termination of employment.

Your compensation above is subject to income tax deduction per rules and guidelines prescribed under the prevailing tax laws. This may change from time to time in line with the amendments done in tax laws.



Sharang Mathur

Hyderabad

Annexure B

Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement (“Employment Agreement”)

In consideration of my employment by **Deloitte Tax Services India Private Limited**, an Employer incorporated under the provisions of the Companies Act, 1956 and having its registered office at **RMZ Futura, Block B, 4th Floor, Plot # 14 & 15, Road # 2, Hi-Tec City Layout, Madhapur, Hyderabad – 500081** (the “Employer”) as **Consultant I - Tax** and other valuable consideration, I acknowledge and agree that:

PRELIMINARY MATTERS

1. **Defined Terms.** The italicized terms in this agreement (the “Employment Agreement”) are defined in **Exhibit A** hereto.
2. **Pre-existing Agreements or Arrangements.** I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Agreements or Arrangements*. The Employer expects me to abide by all restrictions or obligations that are contained in such *Pre-existing Agreements or Arrangements* and to avoid involvement, while employed by the Employer, in any matter that could pose a conflict as a result of confidential information or intellectual property obtained by me prior to my *Employment*. I further represent that none of these restrictions or obligations, including those set forth in any non-compete agreements with prior employers, is inconsistent with my acceptance of the Employer’s offer of *Employment* or my becoming, and serving as, **Consultant I - Tax** of the Employer. To the extent applicable and if I am joining the Employer after having served as an employee or official of the United States Government, I further represent that: (1) I have disclosed my prior participation, if any, in any discussions or negotiations with, or decisions to award contracts to, the Deloitte U.S. Firms while I was employed by the United States Government; and (2) I had either recused myself or had not played an active role in the applicable United States Government agency’s decision to award any contracts to the Deloitte U.S. Firms while I was employed by the United States Government.

PROTECTION OF OUR BUSINESS

3. **Reporting of Proceedings.** Except as provided by law and except as I have disclosed in writing in **Exhibit C** to this Employment Agreement, I represent and warrant that I have no *Proceedings* to report. Should I become a subject of any *Proceedings* during my association with the Employer, I agree to immediately report, in writing, all relevant facts to the Chief Talent Officer of Deloitte LLP, the Regional Talent Director of the Employer, and the Chief Ethics and Compliance Officer of Deloitte LLP. I understand that my responses are subject to audit and review by the Employer and others in accordance with applicable professional, ethical, legal, or Employer requirements, rules, regulations, policies, or practices, or other requests.
4. **Confidentiality.** I acknowledge that, by virtue of my *Employment*, I will acquire and be exposed to, have access to, make use of and/or create *Confidential Information*. Therefore, I agree to hold in trust and confidence all such *Confidential Information*. I will neither disclose any such *Confidential Information* to anyone outside a *Deloitte Entity* without the prior written approval of an *Authorized*

Signatory, except as required by my authorized duties for the Employer, nor use any such *Confidential Information* for any purpose other than for the benefit of a *Deloitte Entity*.

5. **Third Party Information and Property.** I agree that during my *Employment*, I shall not use or disclose any Confidential Information or Intellectual Property of any former employer or other person or entity without the prior written authorization of such employer, person or entity and the prior written consent of an *Authorized Signatory*. If I were to use or disclose any such Confidential Information or Intellectual Property without prior consent, and any of the *Deloitte Entities* become the subject of any claim from a third party regarding such unauthorized use or disclosure, I agree to hold harmless and indemnify the *Deloitte Entities* for any legal defense costs and/or damages related to any such claim.
6. **Authorization.** Only employees of the Employer holding a senior or managerial position with the Employer will be authorized by a specific authorization, delegation, or power of attorney to sign legal documents, representing the Employer. Similarly, only such authorized employees of the Employer may speak about the Employer, the business and plans, various client-related projects etc.
7. **Competing Activities and Conflict of Interest.** During the period of my *Employment* I will not, directly or indirectly, participate in or in any way render services or assistance to any business that is or may be competitive with a *Deloitte Entity*, whether or not for compensation, or engage in any conduct which might result in, or create the appearance of using my position for private gain or other than for the benefit of a *Deloitte Entity*, or otherwise create a conflict, or the appearance of a conflict, of interest with a *Deloitte Entity*. Such conduct shall include, but not be limited to, having an undisclosed financial interest in any vendor or supplier of a *Deloitte Entity*, accepting payments of any kind or gifts other than of a nominal value from vendors, clients or suppliers, or having an undisclosed relationship with a family member or other individual who is employed or associated with any entity in active or potential competition with a *Deloitte Entity*, and which creates a conflict of interest. I represent and warrant that I am not currently aware of any present or past violation of this provision.
8. **Authorization to Access Systems and Electronic Communications and use of Deloitte Property.** I understand that while employed with a *Deloitte Entity*, I will use and have access to the *Systems*. I also acknowledge that a *Deloitte Entity* has the right at any time to access, retrieve, delete, monitor, examine, use and/or disclose my *Electronic Communications* and information from (or about) me and the content, without notice to me, and that such *Electronic Communications* are considered part of a *Deloitte Entity's* business and client records and are not to be considered private or personal to me or any other *Personnel*. I further acknowledge that this right extends to *Electronic Communications* transmitted for either a business or personal purpose.

I agree that I am authorized to access the *Systems* only for approved business purposes and occasional personal use if such use does not interfere with my work responsibilities and other required business activities, business operations, or *Systems* performance. However, I also acknowledge that such occasional personal use does not create an expectation of privacy as to any of my personal *Electronic Communications* and, as such, are *Deloitte Property*.

I further acknowledge that I am not authorized to use the *Systems* for personal gain or any illegal or unethical use. I agree that under no circumstances am I authorized to access any of the *Systems* for the purpose of obtaining *Deloitte Property* for a competitor of a *Deloitte Entity*, transmitting *Deloitte Property* to me (e.g., emailing *Confidential Information* to my personal email address) or to a third party for purposes other than furthering the business objectives of a *Deloitte Entity*. I am not authorized to download a *Deloitte Entity's Confidential Information* or other *Deloitte Property* to removable media such as a CD Rom, disk or thumb drive other than as authorized for furthering the business objectives of a *Deloitte Entity*.

I will be responsible for the safe keeping and return in good condition and order of all the *Deloitte Property* that may be in my use, custody, care or charge. For the loss of any *Deloitte Property* in my possession or custody or for which I have been assigned responsibility, the Employer will have a right to assess on its own basis and recover from me, the damages in respect of such materials (out of the amounts due to me or otherwise) and to take such other legal action as it deems appropriate including termination of my employment without notice or payment in lieu thereof in the event of my failure to account for such material or property to its satisfaction.

9. **Security.** I am provided with a worktable and lockable storage space. I will ensure they are locked when unattended and understand that a duplicate key will only be provided if I sign for it. I am required to display my identity card to the appropriate security personnel on demand and at all times within the office premises.

10. **Ownership of Works.**

a. I agree that the Employer owns all rights, title and interest in and to all *Works*.

b. I agree that all *Works* are deemed works made for hire under India copyright or applicable laws or equivalent laws of any applicable foreign jurisdiction, and all *Intellectual Property Rights* therein vest automatically in the Employer upon creation of the *Works*. I agree that, to the extent any *Work* is held not to be a work made for hire, I hereby irrevocably assign all *Intellectual Property Rights* in the *Work* to the Employer. Notwithstanding anything contained in Section 19(4) of the Indian Copyright Act, 1957, I agree that such assignment shall continue to be in force for perpetuity irrespective of whether or not the Employer exercises its rights as the assignee for any period of time.

c. I will at all times, even after termination of my *Employment*, do whatever the Employer reasonably requests of me, at the Employer's expense, to document the assignment of any *Works* to the Employer or to assist the Employer in pursuing, renewing, extending or assigning any *Intellectual Property Rights*, and otherwise perfecting, protecting and enforcing said *Intellectual Property Rights* in, any *Works*. I agree that, as between me and the Employer, the Employer shall be the sole author, inventor, and owner of all such *Works* and *Intellectual Property Rights* therein throughout the world, and that the Employer shall have the sole right to seek copyright registrations, patents or trademark registrations, including all extensions and renewals thereof. I also hereby agree that I waive all moral rights in any *Works*.

I also agree to assign all my right, title and interest in and to any particular *Works* to a third party as directed by the Employer.

In the event the Employer is unable for any reason, after reasonable effort, to secure my signature on any document needed in connection with the actions specified in the preceding paragraphs, I hereby irrevocably designate and appoint the Employer and its duly authorized officers and agents as my agent and attorney in fact, which appointment is coupled with an interest, to act for and in my behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of the preceding paragraphs with the same legal force and effect as if executed by me. I hereby waive any and all claims, of any nature whatsoever, which I now or may hereafter have for infringement of any *Works* assigned hereunder to the Employer.

d. During a 12 month period after termination of my *Employment*, I agree that any *Intellectual Property* I create or conceive that results from and is related to any work assigned to or performed by me for the Employer, or that was created using *Deloitte Property*, is a *Work* that is subject to Paragraph 10(b) above. For purposes of clarification, the foregoing provision is in addition to, and not in limitation of, any rights and remedies the Employer may have under the applicable laws protecting *Intellectual Property* of the *Deloitte Entities*.

e. I agree to keep and maintain adequate and current records (in the form of notes, sketches, drawings and in any other form that may be required by the Employer) of all *Works* developed by me during the period of my employment with the Employer, which records shall be available to and remain the sole property of the Employer at all times.

11. **Pre-existing Creations; Personal Creations.** My obligations in Paragraph 10 do not apply to *Pre-existing Creations* and *Personal Creations*. I warrant and agree that I have listed on **Exhibit B** all *Pre-existing Creations*. I acknowledge and agree that I will not assert any ownership rights against the *Deloitte Entities*, or their respective clients, with respect to any *Pre-existing Creations* unless they appear on **Exhibit B**, and **Exhibit B** has been accepted and agreed to by an *Authorized Signatory* who has signed at the bottom of such **Exhibit B**. I further agree that I shall not use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment* without the prior written consent of an *Authorized Signatory*. To the extent that I use any *Pre-existing Creations* or *Personal Creations* in connection with my *Employment*, I agree that, except as otherwise provided in a written agreement executed by me and the Employer, I hereby grant to the Employer an irrevocable, royalty free, perpetual, fully paid up, transferable, sub-licensable license to use, reproduce, distribute, display, perform, modify and create derivative works of and otherwise exploit such *Pre-existing Creations* or *Personal Creations* for any purpose including, but not limited to, client engagements.
12. **Post-Employment Restriction re: Clients.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or serving of certain clients related to my work for a *Deloitte Entity* would necessarily involve the unauthorized use or disclosure of *Confidential Information*, and the proprietary relationships and goodwill of the *Deloitte Entities*, and, in the case of my serving of certain clients, could compromise the full compliance of the Employer or another *Deloitte Entity* with the applicable laws, rules and regulations of a U.S. or India regulatory body or other independence-related requirement of a regulatory body. Accordingly, for a period of one year following the termination of my *Employment* for any reason, I will not, directly or indirectly, solicit or provide services to any client or prospective client of a *Deloitte Entity* to which I provided (or participated in a proposal to provide) services during the two-year period prior to termination of my *Employment*.
13. **Exceptions to Post-Employment Restriction re: Clients.** I understand that the obligations of Paragraph 12 will not apply for a period of three (3) years after my start date or the date of my promotion or transfer to clients of a *Deloitte Entity* and/or certain specified kinds of services rendered to such clients that meet all of the following criteria: (a) are personal clients of mine who came to a *Deloitte Entity* solely to avail themselves of certain specified kinds of services rendered by me and only as a result of my own independent recruitment efforts, which a *Deloitte Entity* neither subsidized nor otherwise financially supported as part of a program of client development, (b) are listed on **Exhibit D** expressly by name with respect to client and with sufficient specificity with respect to the kinds of service(s) that I will be permitted to render, and (c) are accepted and agreed to as to their listing on **Exhibit D** by an *Authorized Signatory* who has signed at the bottom of such Exhibit. I agree that after a period of three (3) years from my start date or the date of my promotion or transfer the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on **Exhibit D** to support the application of the obligations of Paragraph 12 to those clients.
14. **Future Employment with Clients.** Except as otherwise provided herein, I understand that I am not prohibited from accepting employment with a client (or an affiliate of such client) of a *Deloitte Entity*. Before entering into substantive discussions with an *Attest Client* regarding any employment opportunity, I acknowledge and agree that during my *Employment* and for five years thereafter I must first notify *Independence* and obtain prior written approval from *Independence*. I acknowledge and understand that it is the intent of the Employer to interpret and apply this provision (a) in an effort to ensure the full compliance of the *Deloitte Entities* with applicable U.S. and India laws, rules, and regulations; (b) to serve the public interest; and (c) to protect the legitimate interests of the *Deloitte*

Entities or their respective *Attest Clients* under applicable U.S. or India laws, rules and regulations in a manner that is no greater than is reasonably necessary to protect such interests and without being unduly harsh and oppressive to me and my interests in future employment with an *Attest Client*. Further, I acknowledge and agree that because of, among other things, the importance of the *Deloitte Entities* remaining in compliance with applicable independence rules, such approval may be withheld by *Independence* in the event that my employment with an *Attest Client* would, in the view of Deloitte LLP, be inconsistent with applicable laws, rules and regulations or jeopardize the independence of a *Deloitte Entity* with respect to such *Attest Client*.

15. **Restriction re: Personnel and Contractors.** I acknowledge that, because of the nature of my work for a *Deloitte Entity*, my solicitation or hiring of any of its *Personnel* or contractors of the *Deloitte Entities*, or my participation in their hiring, admission or retention would necessarily involve the unauthorized use or disclosure of *Confidential Information* or the proprietary relationships and goodwill of the *Deloitte Entities*. Accordingly, during my *Employment* and for one year thereafter, I will not, directly or indirectly, (a) solicit or attempt to solicit, or participate in the solicitation of or any attempt to solicit any *Personnel* to leave a *Deloitte Entity*, or to join any firm or business with which I may be or become affiliated, (b) participate in the hiring or admission of any *Personnel*, or (c) cause a contractor of a *Deloitte Entity* to cease providing services to, with, or on behalf of the *Deloitte Entity*.
16. **Post-Employment Restrictions re: Deloitte Property.** Upon termination of my *Employment*: (a) I will not use or disclose *Deloitte Property*, including, but not limited to, *Confidential Information* and *Works*, for any purpose; (b) I will not retain or take with me any *Deloitte Property*; (c) I will immediately deliver to a *Deloitte Entity* at any location that it designates, at my expense, within one business day after the termination of my *Employment* or on an alternate date designated by a *Deloitte Entity*, any *Deloitte Property* that I may then or thereafter hold or control; and (d) I agree to allow a *Deloitte Entity* to inspect any of my personal or home computers, including smart phones, tablet computers, or any device, media or location capable of storing electronic data, to determine whether any *Deloitte Property* resides on such computers and to permit a *Deloitte Entity* to remove such *Deloitte Property*.

OTHER POST-EMPLOYMENT OBLIGATIONS

17. **Transition of Work and Cooperation.** Upon termination of my *Employment* for any reason, I will cooperate with a *Deloitte Entity* in all matters relating to the completion of pending work and its orderly transfer. I will also cooperate fully with a *Deloitte Entity* in connection with any threat of or actual legal proceeding against a *Deloitte Entity* or any client, customer or licensor of a *Deloitte Entity* arising out of any matter with or of which I had contact or knowledge during my *Employment*.
18. **Notification of Post-Employment Obligations.** I agree that prior to accepting employment or affiliation with another firm or business I will advise such firm or business of my duties and obligations under this Employment Agreement. After my *Employment* ends, I agree that a *Deloitte Entity* shall be permitted to advise any firm or business with which I have accepted an offer of employment or affiliation concerning my duties and obligations under this Employment Agreement.
19. **Certification.** I agree that during or after my *Employment* I will, if requested, provide written certification in such form as the Employer may require that I have complied with my obligations hereunder, including, without limitation, those obligations set forth in Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15 and 16 of this Employment Agreement.

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

20. **Equitable Relief and Attorney's Fees.** I acknowledge and agree that a breach of this Employment Agreement, including, but not limited to, a breach of my duties and obligations under the terms and conditions of Paragraphs 4, 5, 7, 8, 10, 11, 12, 14, 15, or 16 would cause irreparable harm to the *Deloitte Entities* and that, in addition to other remedies, the Employer on behalf of itself or another *Deloitte Entity* is entitled to a temporary restraining order, an injunction or other equitable relief to prevent any such breach. I also acknowledge that, to the extent permitted by law, a *Deloitte Entity* will be entitled to the payment of the *Deloitte Entities'* reasonable costs and attorney's fees incurred in enforcing this Employment Agreement. I also acknowledge that, to the extent permitted by law, the Employer may request that a court extend the one year period following the termination of my *Employment*, as provided in Paragraphs 12 and 15, to correspond with the period that I participated in activities prohibited by Paragraphs 12 and 15.
21. **Liquidated Damages: Client Fees.** I agree that in the event of a breach under Paragraph 12, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to 50% of all fees received by me (or any person or entity with which I am associated) in connection with such breach. Such percentage shall be paid within thirty days after each fee payment is received and in respect of all services in connection with such breach during the two years following the termination of my *Employment* for any reason.
22. **Liquidated Damages: Compensation.** I agree that in the event of a breach under Paragraph 15, the Employer shall be entitled to receive, as liquidated damages, payment from me of an amount equal to the annual compensation, inclusive of overtime, bonuses, and sales incentives, received by any person who leaves the Employer in connection with my breach over his or her last twelve months at the Employer. Such amount shall be paid within thirty days from the mailing of a written notice to me advising of the amount due.
23. **Right of Inspection.** I agree to permit the Employer (or to use my best efforts to enable the Employer) to inspect my books and records (and the books and records of any entity which employs or is associated or affiliated with me), upon request and at reasonable times, to enable the Employer to confirm the calculations described above and to verify compliance with Paragraphs 12 and 15. The Employer shall keep confidential any proprietary information obtained, except as may be necessary or desirable to enable the Employer to enforce its rights under this Employment Agreement and except as may be required by any statute, court or administrative order to decree or government ruling or regulation.

MISCELLANEOUS

24. **Governing Law; Choice of Forum.** This Employment Agreement is deemed to have been executed in the Employer's office in [HYDERABAD: Hyderabad, Andhra Pradesh, India] [MUMBAI: Mumbai, Maharashtra, India] [BENGALURU: Bengaluru, Karnataka, India] [GURGAON: Gurgaon, Haryana, India] and will be construed and governed in accordance with the laws of the Republic of India without regard to its conflicts-of-law principles. You agree to submit to jurisdiction before any court of record in which the Employer's office to which you were assigned is located, or in which a breach of this Employment Agreement may occur, at the election of the Employer, and you waive any right to raise questions of personal jurisdiction or venue in any action the Employer may bring against you in any such court. You further agree to accept service of process/summons/legal notice from the Employer when that process/summons/legal notice is either sent to your last known address by certified mail or served by any other means permitted under the law of the jurisdiction in which the Employer may bring an action against you.

25. **Modifications.** My obligations hereunder may not be changed or modified, released, discharged, abandoned or terminated, in whole or in part, except by an instrument in writing signed by an *Authorized Signatory*.
26. **Severability.** Every provision of this Employment Agreement is intended to be severable. If any term or provision is illegal or invalid for any reason whatsoever, such term or provision will be enforced to the maximum extent permitted by law and, in any event, such illegality or invalidity shall not affect the validity of the remainder of the Employment Agreement.
27. **Blue-Penciling.** If any court determines that any provision of this Employment Agreement, or any part hereof, or the application of any such provision, or any part hereof, to any person or circumstance is unenforceable or void, such court shall have the power to modify such provision, or any part hereof, to the extent necessary to render it legal and enforceable while preserving its intent, or if such modification is not possible, by substituting therefor another provision that is legal and enforceable and that achieves the same objective.
28. **Waiver.** None of my obligations under this Employment Agreement shall be deemed to have been waived by the Employer except if the giving of such waiver is contained in a written notice given to me and no such waiver shall be deemed to be a waiver of any other or further obligation I have under this Employment Agreement.
29. **Entire Agreement.** This Employment Agreement, the Employer's employment application, the Terms and Conditions of Service issued pursuant to the offer of employment and any documentation employing me or transferring me to the Employer, contain the entire understanding between me and the Employer or any other *Deloitte Entity* with respect to the subject matter hereof and supersedes all prior representations, warranties, and agreements with respect to such subject matter, and no representations, warranties or other covenants exist with respect to such subject matter that are not contained or expressly referred to herein. Notwithstanding the foregoing, any written agreement between a *Deloitte Entity* and me with respect to the subject matter hereof that was signed by me prior to the effective date of this Employment Agreement shall remain valid and enforceable according to the terms of such agreement with respect to all acts and omissions occurring prior to the effective date of this Employment Agreement. In the event of a conflict between this Employment Agreement and the employment application or any other document purporting to set forth terms and conditions of my *Employment*, this Employment Agreement will control.
30. **Transfer and Assignment.** Unless as the Employer shall otherwise determine, the rights, obligations and benefits of the Employer under this Employment Agreement, including but not limited to those rights and benefits relating to my post-Employment obligations set forth in this Paragraph 30 and in Paragraphs 4, 5, 8, 10, 11, 12, 14, 15, 16, 17, 18, 19, and 23 above, are transferred and assigned, in whole or in part (as the Employer shall determine) and without the need for my consent or the formality of documentation or prescribed processes, to (a) any *Deloitte Entity* in connection with my transfer to that *Deloitte Entity* or (b) any entity that acquires all or a part of the assets or business of the Employer. All provisions of this Employment Agreement shall inure to the benefit of and be binding upon the respective heirs, executors, administrators, representatives, successors, and assigns of the Employer and me, and any *Deloitte Entity* to which I may be transferred during my *Employment*, provided, however, none of my duties or obligations under this Employment Agreement may be assigned or transferred by me to any other person or entity without the Employer's prior written approval of such assignment or transfer. Any purported assignments in violation of this Paragraph 30 shall be null and void.
31. **Headings.** The headings contained in this Employment Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Employment Agreement.

I have read the foregoing, understand it, and agree to comply with its terms.

For Deloitte Tax Services India Private Limited

Talent
Authorized Signatory

Effective as of **November 07, 2016**, I accept all the terms and conditions of the Employer as stipulated in this Employment Agreement.

Signature

Name

EXHIBIT A

The definitions below apply to the italicized terms that appear in the Employment Agreement (including the exhibits):

Attest Client – attest client (or an affiliate of such client) of Deloitte & Touche LLP or a *Deloitte Entity*.

Authorized Signatory – a director, officer or other person who is authorized to sign on behalf of a *Deloitte Entity*.

Confidential Information – any information not generally known to the public, in any *Form*, that (1) relates to the operation of a *Deloitte Entity* or provides the *Deloitte Entities* with a competitive advantage, (2) consists of Personally Identifiable Information (*PII*) or other personal information about *Personnel*, client and other third party personnel, independent contractors, subcontractors, agents, vendors, suppliers or others which the Employer or another *Deloitte Entity* receives in the course of business, and (3) all other information entrusted to the Employer or another *Deloitte Entity* by clients and other third parties. *Confidential Information* includes, but is not limited to, *Intellectual Property*, supplier information, designs, business or marketing plans, forecasts and financial information, tax returns, tax identification numbers, agreements, client or prospective client lists, specific information about clients or prospective clients such as preferences for specific products and services, client or prospective client needs based on financial history and past purchases of services, client or prospective client development plans, specific rates charged to a client or offered to a prospective client and other business or client records. *Confidential Information* also includes, but is not limited to, debit or credit card information, employment applications, organization charts, performance ratings and other personnel records.

Deloitte Entity – the Employer, Deloitte LLP, and any corporation, company, partnership, limited liability company or other entity (a) that (i) is owned, directly or indirectly, in whole or in part, by Deloitte LLP (the “Deloitte U.S. Firms”), including but not limited to Deloitte LLP subsidiaries in India, the Deloitte Touche Tohmatsu verein, Deloitte Global Services Limited, Deloitte Global Services Holdings Limited, Deloitte Touche Tohmatsu Limited (“DTTL”) or any member firm of DTTL or affiliate thereof (collectively, the “DTTL Member Firms”) or (ii) controls, is controlled by or is under common control with any of the entities listed in clause (i); or (b) in which any *Personnel* participated on its behalf, or carried out any duties with respect to its affairs. For purposes of this Employment Agreement, the term “control” (including the terms “controlled by” and “under common control with”) means the possession, directly or indirectly, of the power to direct or cause the direction of the management and policies of a person or entity, whether through the ownership of voting securities, by contract, or otherwise.

Deloitte Property – *Confidential Information, Systems*, equipment, debit and credit cards issued in connection with my *Employment*, furniture, facilities and any and all other materials owned, licensed or leased by a *Deloitte Entity*, including, without limitation, computerized or electronic information and all copies thereof in any form or media, created by, furnished to, obtained by or prepared by me in the course of my employment in any capacity.

Deloitte US India - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte US India: (i) Deloitte Consulting India Private Limited (ii) Deloitte Tax Services India Private Limited (iii) Deloitte Support Services India Private Limited (iv) Deloitte Financial Advisory Services India Private Limited and (v) Deloitte & Touche Assurance & Enterprise Risk Services India Private Limited.

Electronic Communications – all text, audio, video, images, information, data, files and attachments created, displayed, sent, received, posted, accessed or stored, whether deleted or not, by means of the *Systems*.

Employment – the nature of my relationship with the Employer or a *Deloitte Entity* pursuant to this Employment Agreement. Alternatively, and depending on context, *Employment* is the period of time during which this relationship persists.

Form - paper, computer disc, USB drive, website; any other tangible or electronic medium by which information may be stored or accessed; and human memory.

Independence – National Office (Independence) of Deloitte LLP.

Intellectual Property - works of authorship (including, without limitation, books, articles, data compilations, software and other copyrightable materials), materials, patents, inventions, designs, techniques, methodologies, processes, discoveries, know-how, ideas, trade secrets, moral rights, trademarks and other indicia of origin together with the goodwill therein, and all patent applications, copyright and trademark applications and registrations, and extensions and renewals thereof, throughout the world.

Intellectual Property Rights – all rights, title and interest in Intellectual Property.

PCAOB – the United States Public Company Accounting Oversight Board.

Personal Creations – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

Personnel – partners, principals, members, officers and employees of a *Deloitte Entity*.

PII – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes *PII* when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

* Note: When an individual's name is used with *PII* that is not business contact information, it is included in the definition of *PII*.

Pre-existing Agreements or Arrangements – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

Pre-existing Creations – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

Proceedings – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the *PCAOB*, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

Systems – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

Works - all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

[none, unless otherwise specified]

ACCEPTED AND AGREED TO:
DELOITTE TAX SERVICES INDIA PRIVATE LIMITED

By: _____
Signature

Its: *Authorized Signatory* _____
Date

An *Authorized Signatory*'s signature is required only if *Pre-existing Creations* or *Pre-existing Agreements or Arrangements* are listed pursuant to Paragraphs 2 and 11 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment made in light of Paragraph 2 that *Pre-existing Creations*, if any, are described and explained in sufficient detail so that the likelihood of confusion between the employee's *Pre-existing Creations* and the *Intellectual Property* of a *Deloitte Entity* can be avoided or minimized in the future and further indicates that the *Pre-existing Agreements or Arrangements* have been obtained and reviewed and that the *Authorized Signatory* is satisfied that such *Pre-existing Agreements or Arrangements* will not interfere with the employee's ability to comply with the requirements of this Employment Agreement.

EXHIBIT C

Proceedings

[none, unless otherwise specified]

My signature below certifies that to the best of my knowledge, the information I have provided above, pursuant to Paragraph 3, is complete and accurate.

Signature

Name

Date

EXHIBIT D

Exceptions to Post-Employment Restrictions: re: Clients

[none, unless otherwise specified]

As specified in Paragraph 13, I agree that after a period of three (3) years from my start date or the date of my employment, as the case may be, the Employer will have invested sufficient time, financial support and effort in developing and serving the clients listed on Exhibit D to support the application of the obligations of Paragraph 12 to those clients.

Name of Client

Specified Kind of Services(s) Permitted

Deloitte Tax Services India Private Limited
Talent

I have read and understood the above policy terms.

Signature

Name

Date

An *Authorized Signatory*'s signature is required only if information is provided pursuant to Paragraph 13 of this Employment Agreement. The signature of an *Authorized Signatory* indicates his or her judgment that criteria in Paragraph 13 have been fully satisfied, the clients listed have been properly identified, and the kinds of services permitted have been described with sufficient specificity.

Terms and Conditions of Service

In continuation to our offer of employment with **Deloitte Tax Services India Private Limited** (the "Employer"), please note the terms and conditions of service.

The italicized terms in these Terms and Conditions of Service are defined in **Exhibit A** of the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement hereto.

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

Deloitte & Touche LLP performs attest services for certain of its clients and is subject to the independence requirements of, among others, the United States Securities and Exchange Commission (SEC), the United States Public Company Accounting Oversight Board (PCAOB), and the American Institute of Certified Public Accountants (AICPA). These requirements mandate that certain of the Employer's employees and their relatives be independent of some or all of such attest clients and their affiliates in accordance with the policies of Deloitte LLP and its subsidiaries (the "Deloitte US Entities").

Upon joining the Employer, you will be asked to review a listing of the attest clients and the affiliates of such clients of certain of the Deloitte US Entities and disclose relationships or financial holdings that you or your relatives may have that could affect the independence of the Deloitte US Entities. Any relationships or holdings that conflict with, among other things, the requirements of the SEC, the PCAOB or the AICPA or the independence or ethics policies of the Deloitte US Entities will need to be resolved immediately. Further, you will be required to comply with these policies throughout your career with the Employer, including, when applicable, maintaining a current list of certain of your financial interests (but not their value) in the independence tracking system.

As a condition to your joining the Employer and continued employment, you are required to complete a representation regarding your understanding of, and compliance with, independence and other matters, on a periodical basis (as requested beginning on or prior to the date of you joining the Employer, annually thereafter, and upon certain changes in your role in the Employer), the details of which are provided in the independence representation. An example copy of this representation form is available for your reference on www.deloittenet.com. The representation should be made to the best of your knowledge and ability. It is your responsibility to consult on any matter should you be uncertain or have a question. You are also requested to refer to www.deloittenet.com and *Independence* for more information in this respect. The representations made by you will be subject to an audit and may be reviewed by Deloitte LLP representatives and shared with certain third parties. If you are selected for such an audit, you will need to submit certain personal financial records to Deloitte LLP's internal audit team. Please be assured that Deloitte LLP fully intends to keep all information obtained through the audit process confidential and secure. You hereby give your consent to Deloitte LLP to use the information provided by you for such purposes as provided in the policies regarding independence and ethics.

In the event you (i) do not cooperate or comply with the independence requirements, or (ii) do not complete the necessary representations, or (iii) make inaccurate representation(s); you may be subject to disciplinary action including and up to termination of employment with the Employer.

Please feel free to contact or consult *Independence* should you require any further information or if you have any specific concerns in this respect.

2. NON DISCLOSURE, NON SOLICIT AND INTELLECTUAL PROPERTY RIGHTS ASSIGNMENT AGREEMENT (“Employment Agreement”)

You will be expected to sign the Employer’s Employment Agreement. Please contact Talent for further details.

3. HARRASSMENT POLICY

Administrative Policy Release (“APR”) 213 is the Employer’s policy prohibiting harassment. Deloitte LLP's subsidiaries located in India (“*Deloitte US India*”) are committed to providing a working environment that is free from harassment based on caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis, in accordance with applicable Indian central, state or local law. Expressly forbidden are unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Depending on the circumstances, such harassment may also include conduct such as stereotyped or demeaning remarks or gestures or the display or circulation, whether in writing or electronically, of materials or pictures offensive to persons because of their caste, place of birth, race, religion, creed, color, citizenship, national origin, age, sex, gender, sexual orientation, marital status, disability, genetic information or any legally protected basis in accordance with applicable Indian central, state or local law. The full policy will be accessible to you on DeloitteNet after joining *Deloitte U.S. India*.

4. WORKING HOURS, HOLIDAYS, AND LEAVES

You will be provided with your standard working hours, which may vary over the course of your career. The Employer may, from time to time, subject to applicable laws, require the employee to work beyond these hours.

You shall be entitled to paid holidays and leave as per the Employer’s policies.

5. RETIREMENT AGE

The age of retirement for employees of Deloitte US India is 60 years.* Your employment will therefore automatically terminate at the end of the month in which you attain 60 years.

6. TRANSFERS

You may be transferred, assigned, or asked to attend training at the offices of a *Deloitte Entity* or its clients or third parties in India or abroad with or without additional compensation. In such an event, you will also be governed by the terms and conditions of service applicable to the transfer, assignment, or training.

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

The notice period for termination of your services is **60 Days** by either side and/or salary in lieu of notice period on part of the Employer only.

The Employer expects all employees to maintain the highest standards of professional conduct at all times.

* This provision is not applicable for U.S. citizens (and citizens of any other country where enforcing Deloitte US India’s mandatory retirement age would be prohibited by the laws of that country) for whom there is no mandatory retirement age.

In order to assure orderly operations and provide the best possible work environment, the Employer expects you to follow rules of conduct that will protect the interests and safety of all personnel, including but not limited to the Code of Ethics and Professional Conduct.

In the event of any breach of the Code of Ethics and Professional Conduct, non-performance of a contractual obligation or the terms and conditions laid down in this Annexure, or if you engage in any misconduct whether or not in connection with or affecting the business or affairs of the Employer or the work conduct, as specified by Employer, you will be subject to disciplinary action up to and including termination of your services/employment with the Employer without any notice or payment in lieu of notice notwithstanding any other terms and conditions stipulated herein.

8. MISCONDUCT

Misconduct may include but is not limited to:

- Irregular attendance: repeated or excessive absence, tardiness or early departures/ late comings without approval.
- Unreported or unapproved absence (including overstay of leave) for more than five consecutive days or deviation from assigned and accepted schedule for more than five days.
- Falsification or manipulation in background verification process or employment records, employment information, or other records prior to or after joining the Employer.
- Falsification or manipulation of Deloitte Time & Expense (DTE).
- Knowingly providing false statements, either verbally or in written form.
- Neglect of normal duties and functions.
- Practices such as reading personal materials during working time, having obscene or inappropriate posters or screen savers at your work station, playing games at your work station, etc.
- Continued discharge of work functions that do not meet the standards reasonably expected.
- Breach of the confidentiality provision in the Non-Disclosure, Non-Solicit and Intellectual Property Rights Assignment Agreement including disclosing to any unauthorized person any *Confidential Information* or *PII*.
- Willful insubordination or disobedience, whether or not in combination with another, of any lawful and reasonable instructions of any member of management or any authorised person.
- Engaging in unapproved outside employment and activities as defined in APR 218 (US & IND) (https://deloittenet.deloitte.com/About/Policies/Admin/Pages/218_OutsideEmploymentActivities_US.aspx).
- Installing, downloading, copying or duplicating any unauthorized or unlicensed software, programs, games, or attachments on any computer system of the Employer or of any *Deloitte Entity* or its clients.
- Engaging in any illegal activities.
- Workplace violence, including threats of physical violence.
- Corporate credit card delinquencies.
- Causing damage to the property of the Employer, any *Deloitte Entity*, its clients, or their respective personnel
- Going on or abetting a strike in contravention of any law.
- Theft of any property belonging to another, the Employer or any *Deloitte Entity*, or their respective personnel, clients, or visitors
- Possession of firearms, explosives, knives or any instruments that can be used as an injurious or deadly weapon in the workplace or at any *Deloitte Entity* sponsored event.
- Corruption, fraud, or misappropriation of funds.

- Failure to comply with the policies, guidelines, rules and regulations of the Employer or a *Deloitte Entity* as applicable.
- Excessive personal use of the Employer's telephone, fax or computer systems.
- Failure to adhere to applicable laws.
- Any act prejudicial to or in conflict with the interests of the Employer or a *Deloitte Entity*.

The above terms and conditions are based on, and should be read in conjunction with, the Employer's policies, guidelines, procedures and other rules currently applicable, including but not limited to Administrative Policy Releases (APRs) and *Deloitte US India's* other policies, guidelines, rules, and regulations. The above rules are subject to amendments from time to time and the amended rules, policies, procedures, and guidelines would be posted on the Employer's Intranet site i.e. <https://deloittenet.deloitte.com/Pages/Home.aspx> for employee reference. The policies will be updated from time to time in the future and we deem to have your consent to any and all such changes. Furthermore, upon acceptance of employment with the Employer, you may be requested to read and acknowledge acceptance of various policies and guidelines of the Employer. It is expected that you will read and acknowledge all such communications.

Effective as of **November 07, 2016**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

Signature

Name



Dear Sharang Mathur,

On behalf of **Deloitte Tax Services India Private Limited**, please accept our congratulations on your recent offer of employment to join the Company as **Consultant I - Tax** pursuant to the terms and conditions of your offer letter dated **November 07, 2016**. You made a very favorable impression with everyone you met and we are excited about the possibility of you joining the Company. As you may be aware, as a condition of employment with the Company, you may be required to travel Overseas to attend a series of training sessions for a period of up to 90 days. This training will be a combination of classroom procedural training as well as on-site training to observe employees conducting similar work at various client locations. This training represents the confidence we have in your ability to be a valuable member of the practice of the Company. As per Company policy, we kindly bring to your attention that all employees attending training overseas are required to sign a Training Agreement which will obligate the employee to repay a calculated amount of the costs associated with the training, only if the employee resigns his/her position or are terminated for cause within a specified period after completion of the training (usually between 6 to 18 months). This repayment obligation disappears after the specified period of time has lapsed.

We all look forward to seeing you again soon and having you join our team of outstanding professionals.

Sincerely,

Human Resources Department



General Instructions / Checklist of Documents

Dear Professional,

Congratulations and welcome aboard !!!

This checklist is to prepare you for your journey with us. The documents/material requested here are mandatory and have to be carried along on your date of joining. Please carry photocopies of applicable documents as listed below.

Education		
Graduation		
Marksheets for all the years	<input type="checkbox"/>	
Convocation Certificate and Provisional Certificate	<input type="checkbox"/>	
Post Graduation		
Marksheets for all the years	<input type="checkbox"/>	
Convocation Certificate and Provisional Certificate	<input type="checkbox"/>	
Professional [CA/CS/ICWA/etc]*		
Marksheets for all the years	<input type="checkbox"/>	
Convocation Certificate and Provisional Certificate	<input type="checkbox"/>	
Membership Number allocation proof/document [if applicable]	<input type="checkbox"/>	
Employment		
Relieving Letter or Service Certificate [All Prior Employment(s)]	<input type="checkbox"/>	
Previous Employment Last Payslip	<input type="checkbox"/>	
Last Employer Relieving letter/Service certificate	<input type="checkbox"/>	
Form 16 for the Current Financial Year or the Salary Certificate*	<input type="checkbox"/>	
General		
Photo copy of PAN card is mandatory & should be submitted on your day of joining** {Non PAN card holders, please apply immediately}	<input type="checkbox"/>	
2 Passport Size Photographs	<input type="checkbox"/>	
Photo copy of the Passport*	<input type="checkbox"/>	
Candidate Blood Group Information	<input type="checkbox"/>	
Additional Documents - If any	<input type="checkbox"/>	

* If applicable

** Very important & Critical document

We look forward to you joining us, where the BEST choose to be.

Regards

Human Resources - Deloitte US India Offices

Checklist - New Hires.xls - Sep 05 - Ver 2:1

Deloitte Offer

Adobe Sign Document History

08/17/2016



Created:	08/17/2016
By:	Deloitte India Offers (deloitteindiaoffers@deloitte.com)
Status:	Signed
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"Deloitte Offer" History

-  Document created by Deloitte India Offers (deloitteindiaoffers@deloitte.com)
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-  Deloitte India Offers (deloitteindiaoffers@deloitte.com) set a password to protect the signed document.
08/17/2016 - 7:15:24 AM PDT
-  Document emailed to Sharang Mathur (mathursm93@gmail.com) for signature
08/17/2016 - 7:15:33 AM PDT
-  Email sent to rimathew@deloitte.com bounced and could not be delivered
08/17/2016 - 7:15:37 AM PDT
-  Email viewed by Sharang Mathur (mathursm93@gmail.com)
08/17/2016 - 7:53:57 AM PDT - IP address: 64.233.173.234
-  Sharang Mathur (mathursm93@gmail.com) entered valid password.
08/17/2016 - 7:54:17 AM PDT
-  Document e-signed by Sharang Mathur (mathursm93@gmail.com)
Signature Date: 08/17/2016 - 7:59:51 AM PDT - Time Source: server- IP address: 124.123.84.96
-  Signed document emailed to Chintala Hima Bindu (cbindu@deloitte.com), ushydtaxrsi@deloitte.com, arnagarajan@deloitte.com, Deloitte India Offers (deloitteindiaoffers@deloitte.com), rimathew@deloitte.com, utangirala@deloitte.com and Sharang Mathur (mathursm93@gmail.com)
08/17/2016 - 7:59:51 AM PDT

Deloitte | Confirming Verbal Offers - Bhavans Vivekananda College. Secunderabad

Bhavin (US - Hyderabad) Banjara

20/11/2015 19:35 

To placementcell@bhavansvc.org, seemaghosh7@gmail.com Copy Lavanya (US - Hyderabad) Kandlakunta, Sukanya (US - Hyderabad) Pattnaik, Priyanka (US - Hyderabad) Rapolu

10 attachments View Download 

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image019.jpg (1.1 KB)

image020.jpg (1.1 KB)

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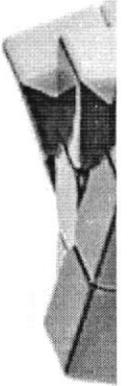
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Deloitte.

Deloitte in India | November 20, 2015

Locking on the right grid List of selected candidates



Hi Team,

Thank you for participating in the 2015 Deloitte in India (Offices of the U.S.) Camp Recruitment process.

On behalf of Deloitte in India (Offices of the U.S.), we would like to thank you for all your support and collaboration. We truly value the relationship with your esteemed institution.

As a follow-up to our verbal offers made on campus, we have attached the complete list of students selected from your institute. Please fill in the required information in the given format by downloading the document below and send it back to us by **November 23, 2015**. We will be reaching out to each of the selected candidate for key information/documents to release the offer.

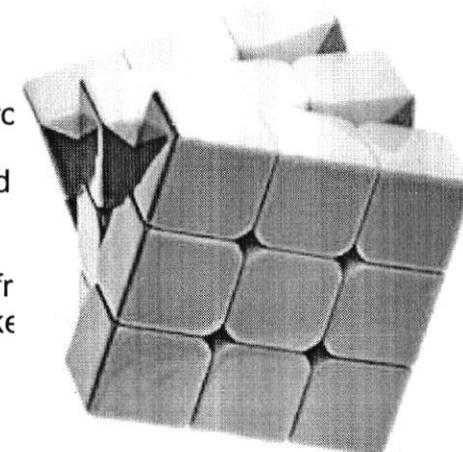
Sr no	Name	Service Line
1	Akshay Kumar Singh	USI Tax
2	Aman Yadav	USI Tax
3	Barpat Manisha	USI Tax
4	Diana John	USI Tax
5	Gaurav Bhati	USI Tax
6	Lakshminarayanan Vijendran	USI Tax
7	Nagaharish Ghanta	USI Tax
8	Neharika Sanjay Kumar	USI Tax
9	Pranav Choudhari	USI Tax
10	Sanjay V	USI Tax
11	Vemavarapu Vaishnavi	USI Tax
12	Zubair Ahmed MD	USI Tax
13	A. Prasad	Core Talent Services
14	Tatikonda Sai Charan	Core Talent Services
15	Harshith Kumar Mahendrakar	Core Talent Services
16	Pushpala Tulasi Aishwarya	USI Finance
17	Kruthi Nagalingam	USI Finance
18	K.surya Sai Teja	USI Finance
19	Ashwin Sai Kumar	USI Finance
20	Abdisayana Reddy Mure	USI Finance

Dear Bhavan's Vivekananda Placement Cell Team,

Thank you for participating in the 2015 Deloitte in India (Offices of the U.S.) Campus Recruitment process.

On behalf of Deloitte in India (Offices of the U.S.), we would like to thank you for all your support and We truly value the relationship with your esteemed institution.

As a follow-up to our verbal offers made, we have mentioned the complete list of students selected for institute for Netherlands Audit profile. We will be reaching out to each of the selected candidate for key information/documents to release the offer.



Sr No.	AMCATID	First Name	Last Name	Email ID	Mobile Number
1	11200634900262	Gaurav	Sharma	gauravsh5292@gmail.com	7382271566

Please feel free to write to us if you have any questions.

Best regards,

Mudita Maheshwari

As used in this document, "Deloitte" means Deloitte LLP and its subsidiaries. Please see www.deloitte.com/us/about for a detailed description of the legal structure of Deloitte LLP and its subsidiaries. Certain services may not be available to attest clients under the rules and regulations of public accounting.

Confirmation of Verbal Offers (Deloitte Netherlands Audit profile) | Bhavan's Vivekananda PG College, Hyderabad

Mudita (US - Hyderabad) Maheshwari

4/11/2015 12:57 

To placementcell@bhavansvc.org, vsmahendra.mba@bhavansvc.org Copy Sujith (US - Hyderabad) Raparathi, Guneet (US - Hyderabad) Kaur

▼  10 attachments View Download 

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image006.jpg (1.2 KB)

image007.png (1.7 KB)

image008.jpg (1.2 KB)

image009.jpg (1.3 KB)

image010.png (34.5 KB)

image011.png (728 B)

image001.jpg (9 KB)

Deloitte.

Deloitte in India | November 4, 2015

Locking on the right grid
List of selected candidates

A candidate should either have a majors in Finance or a dual specialization i.e., equal no. of credits in Finance & any other specialization

Qualifying Percentage in PG

60% in MBA (basis the results declared, as on the date of application)

Dynamics concerning the work profile

1. **No contract** will be signed with the new hires
2. No probation period.
3. The **shift timings** would be **7:00 AM – 4:00 PM / 11:00 AM – 8:00 PM / 2:00 PM – 11:00 PM**
4. The compensation set for the requisite role is **5.35 LPA**. Detailed breakup will be shared on campus

Attachments enclosed:

- Job Description
- Versant test sample
- Student database _Shortlist

Registration process:

It is mandatory for all eligible and interested students to apply on the below link to be able to appear for the pr

<https://dt.taleo.net/careersection/10181/jobdetail.ftl?lang=en&job=S16HASP-Bhavans>

The deadline for registrations is **September 9, 2015, 12:00 hours**.

Shortlisted students:

Post your intimation with the details of the eligible students applying to us, we will get back to you with the list students. Please share the database with us by **September 9, 2015**.

Testing rounds:

The testing process would comprise of 3 rounds of pre-screening tests. The details of which are shared below qualify in all the 3 testing rounds will be scheduled for interviews as per the date mentioned above.

Test	Pre-screening Details
Belit	Test: English Listening & reading Duration: 30 min Number of Questions: 30
Business Proficiency test	Test: Business proficiency Duration: 1 hour 15 minutes Modules: Accounting / MS Excel / Logical reasoning
Versant	Test: Spoken English skills (sample test attached) Duration: ~ 15 min

Please feel free to contact us if you have any questions.

Best regards,

Campus Team

Deloitte Campus Recruitment | Profile & Process Details | Bhavans Vivekananda Institute, Hyderabad

Sidharth (US - Hyderabad) Ananthkrishnan
To placementcell@bhavansvc.org

7/9/2015 11:27 

12 attachments View Download 

Student...Shortlist.xlsx (15.1 KB) U.S Taxation...(All campuses).pdf (49 KB) Versant_Sample Test.zip (3.3 MB)
 image001.png (13.1 KB) image002.jpg (238.7 KB) image004.jpg (1.1 KB) image005.jpg (1.2 KB)
 image006.png (1.3 KB) image007.jpg (1.2 KB) image008.jpg (1.2 KB) image009.png (25.1 KB)
 image010.jpg (13.8 KB)

Deloitte.

Deloitte in India | September 07, 2015

Every challenge has its rules and patterns

Eligibility criteria and profile details

Hi,

Thank you for your time and cooperation extended to our organization.

We invite applications from the **2016 MBA Batch** for the profile of **U.S. Taxation** at Deloitte in India (Offices of

Process schedule for the testing and interviews for the U.S. Taxation profile:

	Testing	Interviews
Date	Sept 13th 2015	Sep 23rd, 2015
Time	10:00 AM	10:00 AM
Venue	Deloitte F Block, Raheja Mindspace, Opposite Mindspace	Deloitte G block, Meenakshi Towers, Near Inorbit Circle

RE: Deloitte Campus Recruitment | Profile & Process Details | Bhavans, Hyderabad | 2016 Batch

Lavanya (US - Hyderabad) Kandlakunta
To placementcell placementcell

28/10/2015 20:48 

Dear Ma'am,

The date is confirmed. Please make arrangements for an auditorium with projector for addressing the students. pos this we would need 2 rooms to conduct the JAM sessions for the students.

Thanks & Regards,
Lavanya Kandlakunta

-----Original Message-----

From: placementcell placementcell [placementcell@bhavansvc.org]
Sent: Wednesday, October 28, 2015 5:55 PM
To: Kandlakunta, Lavanya (US - Hyderabad) <lkandlakunta@deloitte.com>
Subject: Re: Deloitte Campus Recruitment | Profile & Process Details | Bhavans, Hyderabad | 2016 Batch

Dear Lavanya

Please confirm the date for campus placement at Bhavans College. We need to inform the students about the same after your confirmation. Also share the logistics requirements for conducting the placements. For any online test we need to inform our system administrator .
Please reply to the mail ASAP.

Thanks and Regards

Seema Ghosh
Placement Coordinator
BVC 9849307930

On October 22, 2015 at 10:09 AM "Kandlakunta, Lavanya (US - Hyderabad)" <lkandlakunta@deloitte.com> wrote:

[cid:image019.png@01D0D9D8.E8902AF0]
Deloitte in India | October 22, 2015

Every challenge has its rules and patterns

Eligibility criteria and profile details

[cid:image010.jpg@01D10CD7.5B79B5A0]

Hi,

Thank you for your time and cooperation extended to our organization. We invite applications from the 2016 B.Com Batch for the profile of Global Taxation at Deloitte in India (Offices of the U.S.).

Process schedule for the testing and interviews for the Global Taxation profile:

JAM Session

Testing

Date

November 02, 2015

November 07, 2015

Time

10:00 AM

10:00 AM

Venue

Bhavans Campus

Deloitte F Block

Deloitte SPOC

Lavanya K

Lavanya K

Eligibility criteria:

Qualifying Percentage in UG

60% in B.Com (basis the results declared, as on the date of application)

Dynamics concerning the work profile

1. No contract will be signed with the new hires
2. No probation period.
3. The shift timings would be 11:00 AM – 8:00 PM
4. The compensation set for the requisite role is 3.025 LPA. Detailed breakup will be shared on campus

Attachments enclosed:

- Job Description
- Versant test sample
- Student database _Shortlist

Registration process:

It is mandatory for all eligible and interested students to apply on the below

link to be able to appear for the process:

<https://dt.taleo.net/careersection/10181/jobdetail.ftl?lang=en&job=S16HAASP-Bhavans-MF>

The deadline for registrations is October 29, 2015, 12:00 hours.

Shortlisted students:

Post your intimation with the details of the eligible students applying to us,

we will get back to you with the list of shortlisted students. Please share

the database with us by October 29, 2015.

Testing rounds:

The testing process would comprise of 3 rounds of pre-screening tests. The details of which are shared below. Students who qualify in all the 3

testing

rounds will be scheduled for interviews as per the date mentioned above.

Test

Pre-screening

Directi Campus offers for Bhavans College

Ralph Paul

To placementcell placementcell

8/3/2016 18:06 

▶  4 attachments View Download

Hi sir,

We are delighted to make offers to the following students from your college for the role for merchant sales: Management trainee.

- B. Smitha
- G. Preetham Kumar
- M. Suneel Kumar Alex
- Sairam Paladi
- S. Pranieth Sarada

Their offer letters will be shortly shared with the candidates directly. Thank you for hosting us on your campus.

Thanks & Regards,

Ralph Paul

University relation specialist, Directi.



W: www.directi.com

P: <http://careers.directi.com>

W: <http://wiki.directi.com>

D: [+91-9581037871](tel:+91-9581037871)

E: ralph.p@directi.com

Follow us on:



Directi on Campus

Ralph Paul
To placementcell@bhavansvc.org

20/2/2016 15:37 

▶  4 attachments View Download

Hi Mr. Mahindra

Greetings from Directi!

Directi is one of India's leading software product companies. Directi comprises of numerous successful businesses, including Radix, Ringo, Flock, Zeta and Media.net.

These businesses comprise 1500+ people, with over 9 million customers, revenues over \$200 million, and a net worth of over \$500 million.

With offices in India, US, China, and the UAE, and multiple category leading global brands across business areas as diverse as web presence (domains, hosting, cloud-infrastructure); online advertising (contextual advertising/ad networks); and communication & collaboration (unified chat/messaging), we represent all that is best about a career at an Internet company in the digital age.

We would like to take this opportunity to build a strong relationship with your by visiting the campus for Final year placements.

We are currently hiring for Management Trainees (JD attached) for our Sales team at Zeta.

The compensation details are as mentioned below –

Component	Monthly	Annual	Comments
Compensation	25500	306000	
Performance Bonus		45000	Paid out quarterly
Benefits		4401	Includes Medical & Life Insurance
Cost to Company		349401	

** They will also be eligible for business reimbursements for food/travel and communication as per the company's policy.

We would be running a pool campus for various institutions across Hyderabad on 4th March, 2016

Please let me know if you would be interested in hosting the same.

Feel free to connect with me for any queries.

Thanks & Regards,
Ralph Paul
University relation specialist, Directi.



W: www.directi.com

P: <http://careers.directi.com>

W: <http://wiki.directi.com>

D: [+91-9581037871](tel:+91-9581037871)

E: ralph.p@directi.com

Follow us on:

http://webmail.bhavansvc.org/appsuite/v=7.8.3-20.20170505.1128

10/07/2018, 10:39 AM

Seema Ghosh <seemaghosh7@gmail.com>

2/11/2015 16:04

Fwd: List of Shortlisted Candidates

To placementcell@bhavansvc.org

Sent from my iPhone

Begin forwarded message:

From: Kalyani Maharana <Kalyani.Maharana@in.ey.com>
Date: 2 November 2015 12:49:55 IST
To: "seemaghosh7@gmail.com" <seemaghosh7@gmail.com>
Cc: Charu Srivastava <charu.srivastava@in.ey.com>, ChandraSekhar P <Chandrasekhar.P@in.ey.com>
Subject: List of Shortlisted Candidates

Dear Seema,

Please do find the list of shortlisted candidates below . Request you to kindly ask all of them to meet us @ 11 AM tomorrow (3rd –Nov-2015 Tuesday)

- "Arial", "sans-serif" <![endif -->1. Devyaank Newar
- "Arial", "sans-serif" <![endif -->2. Kumari Puja
- "Arial", "sans-serif" <![endif -->3. Kuldeep Srivastava
- "Arial", "sans-serif" <![endif -->4. Amrutha Mutyala
- "Arial", "sans-serif" <![endif -->5. Karthika Yagneshwran
- "Arial", "sans-serif" <![endif -->6. Ashwin Manepalli
- "Arial", "sans-serif" <![endif -->7. Vishal Sankla
- "Arial", "sans-serif" <![endif -->8. Lalith Kumar Thota
- "Arial", "sans-serif" <![endif -->9. Karan Ksheersagar
- "Arial", "sans-serif" <![endif -->10. Aman Yadav

Fwd: Launching EY Scholarship Season 2!



Kalyani Maharana | Human Resources

Ernst & Young LLP
 The Oval Office, 18, iLabs Centre, Madhapur, Hyderabad, 500081, Andhra Pradesh, India
 Office: 91-040-67362000 | kalyani.maharana@in.ey.com
 EY/Comm: 43159
 Website: <http://www.ey.com>

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Seema Ghosh <seemaghosh.com@bhavansvc.org>

25/8/2015 10:01

Fwd: Launching EY Scholarship Season 2!

To placementcell <placementcell@bhavansvc.org> • Uma92jaya <uma92jaya@gmail.com>

----- Original Message -----

From: Manvi Agarwal <manvi2.agarwal@in.ey.com>

To:

Cc: Vineeta Raghuwanshi <vineeta.raghuwanshi@in.ey.com>

Date: August 24, 2015 at 12:15 PM

Subject: Launching EY Scholarship Season 2!

Dear all,

Pleased to announce the launch of EY Scholarship program. Registrations are now open. Request you to share details of the program with students.

Please

keep us marked on the mails. Also sharing the launch poster. Please share it

on your online and on campus communication platforms. You can also share the

poster directly from

EYIndiaCareers<<https://www.facebook.com/pages/EY-India-Careers/152168471590949?ref=bookmarks>> facebook page.

Many Thanks

Dear Students

Greetings from EY!

STRICTLY PRIVATE AND CONFIDENTIAL

FACTSET

To

10 January 2016

Mounika GVG

H.No: 8-26/21, Mohan Rao Colony,
Balaji Nagar, Sec - Bad

Offer of Employment

Dear **Mounika**,
Congratulations!

We are pleased to confirm our offer of employment to you in our organization as **Research Analyst**. You will be expected to join us between **June - September 2016**. We will confirm your date of joining as you approach completion of your final year course examination.

You will be based in our Hyderabad office. We extend this offer and the opportunity with great confidence in your abilities based upon your credentials and the information shared during your interview. We feel that you will be able to make an outstanding contribution to our organization.

Your annual total cost to the company is **₹ 2, 05, 413**, and will be subject to statutory and other deductions as per employer policies and practices.

The details of your compensation breakdown are provided in the **Annexure A**.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

Your employment with us will be governed by the Terms & Conditions as detailed in **Annexure B**.

Please provide your response indicating your acceptance of our offer as per the terms and conditions mentioned in the Annexure-B within 7 working days of receipt of this letter, after which period this offer shall lapse automatically.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming market leaders. We assure you of our support for your professional development and growth.

Yours Sincerely,



Tirumala Reddy Koduri
Senior Manager – Recruiting,
Human Resources

ANNEXURE-A

NAME : MOUNIKA GVG
JOB TITLE : RESEARCH ANALYST
DEPARTMENT : CONTENT OPERATIONS

SALARY HEADS	MONTHLY	ANNUAL
BASIC PAY	5256	63070
HOUSE RENT ALLOWANCE	2102	25228
CONVEYANCE	1600	19200
SPECIAL ALLOWANCE	5359	64302
STATUTORY BONUS	700	8400
FIXED BASE SALARY	15017	180200
<u>BENEFITS:</u>		
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND ⁽¹⁾	631	7568
MEDICAL INSURANCE ⁽²⁾	1193	14311
PERSONAL ACCIDENT INSURANCE ⁽³⁾	25	300
GRATUITY ⁽⁵⁾	253	3034
TOTAL COST TO THE COMPANY	17118	205413

- 12% of basic will be deducted from the monthly salary as a contribution towards provident fund plan. This is in addition to the 12% basic contributed by the organization. On leaving the company, you can either withdraw or transfer the balance in your PF account.
- You will be enrolled in the Group Medical insurance scheme for a coverage of ₹ 2, 00,000 applicable as per the eligibility and your grade in the organization. You can nominate 5 dependents in addition to yourself to be covered under the policy.
- You will also be covered under Round-the-clock Personal Accident Insurance for ₹ 6, 00,000. The coverage is for self and premium towards the same will be paid by the firm on your behalf.
- You will be also eligible for a LIC benefit up to ₹ 6, 00,000. The coverage is for self and premium towards the same will be paid by the firm on your behalf.
- You are eligible for Gratuity which is payable after 5 years of continuous service with the Company.
- In general, we review our salaries half-yearly every fiscal year in the months of March and September. Salary adjustments take effect subsequently in April and October.
- All employee tax liabilities arising out of the above compensation shall be borne by you. Tax at source will be deducted as per the Income Tax act.
- For purpose of contribution to Provident Fund, Gratuity, Superannuation Fund, encashment of leave etc., computations will be on the basis of basic pay.

FACTSET BENEFITS:

- Transport facility to all the employees up to 40 KMS distance from office. Point pick up and point drop for all day shift employees and home pick up and home drop facility for employees working in the night shifts. However due to safety reasons transport facility is not provided to employees living in certain specific areas within 40 KMS distance. More information regarding the eligibility for this benefit will be communicated to you by the recruitment team in detail during verbal offer discussion.
- Mobile / Blackberry based on the level in the Company, requirement and eligibility.
- Annual Team Outing.
- Quarterly Team celebrations.
- Subsidized lunch / dinner during the working hours.
- Snacks & beverages will be made available in the cafeteria.
- A gift voucher of ₹ 1500 is given to any employee who gets married during his tenure at FactSet.
- Small gifts / token of remembrance is handed out to employee on their special occasions such as Birthdays, New Born child (Born with a silver spoon), anniversaries etc.
- Employees can also participate in the referral program and be eligible for the referral bonus as guided by the referral policy which will be communicated to all the employees by the FactSet Recruiting team.

ANNEXURE-B**1. Information given or Background verification:**

The commencement or continuation of your employment with the Company is contingent on the results of a background check which includes reference checks and verification of academics. If the results of your background check reveal information that is inconsistent with our standards, FactSet retains the right to terminate any employee who has indulged in or has legal proceedings for misrepresentation or crimes. Please provide us with academic credentials & professional reference. By accepting this offer you are accepting FactSet's policy on background verification.

2. Probationary period:

For the first **6 months** from the actual date of appointment you will be deemed to be on probation and during this period either party may terminate this agreement by giving **15 days'** notice in writing or salary in lieu thereof. You will be advised in writing upon satisfactory completion of your probation period. If you receive no such communication, the probation period will be deemed to have been extended until the Company advising you of confirmation or notifying you otherwise.

3. Personal Particulars:

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir / nominee and an emergency contact.

4. Nature of Work:

Your nature of work mainly includes all the aspects of the duties and responsibilities mentioned in your job description as well as any other ad-hoc duties assigned to you from time to time. You will work at a high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your immediate manager from time to time.

5. Working Hours / Shift Hours:

The normal working hours of the Company are from **9:30 AM- 6:30 PM** from **Monday to Friday** including lunch break and tea breaks. As the Company works **24 / 5** and also depending on organizational requirement or project contingencies, working hours for specific employees or groups of employees or all employee may be modified / altered from time to time which will be communicated to you by your Manager. Further, you should be prepared to work on any shift, as may be warranted by the Company's work requirements.

6. Salary Payment:

Regular Employees in India are paid their monthly salary through bank transfer on the last working day of the month for which employees have to open a bank account in the Company's corporate bank. You are requested to note that processing of monthly pay will be subject to submission of Permanent Account Number (PAN) details to the Company. In case you do not have a PAN, please initiate the application process for the same immediately and carry the acknowledgment as issued by the Income Tax authorities with you while coming for joining. A copy of the acknowledgement would need to be submitted by you for our records.

7. Dual Employment:

You are required by the Company rules not to undertake any employment or enter into any other type of association, even on part-time basis whether for any consideration or not. Contravention of this will lead to termination of your services from the Company without any notice, with no liability on the part of the Company for payment of any compensation in lieu of such notice. Further, this contravention will be deemed as voluntary termination / resignation by you of your services without the required notice having been given. . However, if you want to associate yourself with a charitable non-profitable organization during non-business hours or days, you will have to disclose the details with your direct manger & Human Resources Department, allowing your participation at the disclosed charitable non-profitable organization.

8. Leave / Holidays:

You are entitled to **12 Casual / Sick leaves** and **15 Privileged / Paid leaves** every year. The leaves will be credited to your leave balance **@ 1 Casual and 1.25 Privileged leaves per month**. The eligibility for the paid leaves will be on completion of your probation. You are also eligible for **11 Paid holidays** every year including the government mandated holidays. The Company follows strict time schedule and late comings are discouraged, unless otherwise notified by you in advance.

9. Overtime Payment / allowances:

Employees may be required to work on holidays and weekends depending on the nature of the project. Such employees shall be eligible for compensatory off or overtime allowance as detailed in the Policy. This allowance will be paid through monthly payroll and shall be subject to deduction of Income Tax at source. Team leaders & above are not eligible for overtime payment.

10. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the Company's expense.

11. Performance Reviews / Appraisal:

The Company also has a policy of half- yearly appraisal based on performance. You may be eligible for a salary appraisal under this policy based on your individual ratings individual ratings as well as the performance of the team and the performance of the company as a whole which is achieved during the period. Performance reviews take place in the months of March and September and the revised salaries get affected in the months of April and October.

12. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process / method likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use / utilize such improvement and you shall assign all rights thereof to the Company for the purpose of seeking any patent rights or for any other purpose. The Company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the Company including but not limited to the creative concept that you may develop during your association with the Company.

13. Secrecy / Confidentiality:

You will not during the course of your employment with the Company or at any time there after divulge or disclose any confidential information to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the Company, of any information or knowledge obtained by you during your employment as to the business or affairs of the Company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

14. Restrain:

a. Access to Information:

Information is available on need to know basis for specific group's .Access to this information is authorized through privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the Company.

b. Restriction on Personal Use:

Use of Company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the Company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of Company information for personal benefit will result in immediate termination of employment without notice and / or legal action for misdemeanor as deemed fit by the Company. You may / may not be required to reimburse the Company for any losses incurred by the Company on account of personal usage of Company data.

15. Security:

Security is an important aspect of our communication and office infrastructure. Security of the Company resources is maintained by controlling physical access to computer system, by disabling all the working stations, floppy disk drives and Companywide awareness about the need for protection of intellectual property and sensitive customer information.

16. Termination of Service:

- a) Employment with the Company will stand terminated at the end of the financial year in which you attain the age of superannuation (58 Years). Termination of employment may also be initiated earlier by either party by serving prior written notice to the other, as per the notice period stipulated in this offer. The Company is also entitled to either waive the notice period in part or in full at its sole discretion or require payment of equivalent base salary in lieu of the un-served notice period. The Company further reserves the right to terminate with sooner effect by tendering equivalent base salary in lieu of the notice period.
- b) In the event of termination of services by either party, the applicable notice period will be **60 days** for the confirmed employees and **15 days** for the probationers.

- c) In the event of your serving on the Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the General Terms and Conditions of Employment in force at that point of time, subject to the satisfactory handing over of your duties, responsibilities., Company documents, Company assets, etc. to the relevant parties. The details of this policy are available on our HR website.
- d) Unauthorized absence or absence without permission from duty for a continuous period of **7 days** would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay.
- e) You will be governed by the laid down code of conduct of the Company and if there is any breach of the same or non-conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the Company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

17. Changes to the Employment Terms & Conditions applicable to Employees:

From time to time the Company reserves the right to make necessary changes or modifications to any of the terms and conditions of employment due to its dynamic work environment.

By accepting this offer , you hereby grant your express acceptance and readiness to comply with company rules, regulations and policies in existence together with any changes or modifications made thereof .

18. Company Polices:

You acknowledge that the Company operates in a dynamic environment which may, from time to time, require the Company to make changes to its policies.

You also agree that the Company, at its discretion, may accordingly revise, modify, add, delete or replace any of its current policies and that you agree to be bound by all such changes.

19. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical / professional skills you have declared to possess as per your application for employment and your ability to handle any assignment / job independently. In case at a later date any of your statements / particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the Company, the Company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

The above terms and conditions are based on the Company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matters you will be governed by the rules of the Company as shall be in force from time to time.

If you have any queries / clarifications regarding your offer or joining please contact your Recruiter.

We welcome you to our FactSet family and wish you a long and successful career with us.

DOCUMENTS TO BE SUBMITTED ON THE DAY OF JOINING:

You will be required to submit to our HR Department, a certain set of documents, etc. (as per the below checklist), at the time of reporting for duties and hence you are advised to come prepared accordingly, without fail. Please note that the Company reserves the right not to accept you into the rolls or after such acceptance, to discharge you from the rolls, in case you do not fulfill the requirements as specified in the checklist, particularly submission of documents in proof of your qualifications, experience etc.

- 1. Copy of the Educational certificates.**
 - a. 10th Standard Marks Memos / Pass certificate.
 - b. Intermediate Marks Memos / Pass certificate.
 - c. Graduation Marks Memos / Pass Certificate.
 - d. Post-Graduation Marks Memos / Pass certificate
 - e. Certificates of other Qualifications if any.
- 2. Service certificates / Relieving letters from the previous employers.**
- 3. 3 most recent Pay slips.**
- 4. Copy of PAN card.**
- 5. Residential proof (Telephone / Electricity / License / Passport copy).**
- 6. Form-16 / Form-12B from the last previous employer.**
- 7. 4 Passport Sized Photographs.**

STRICTLY PRIVATE AND CONFIDENTIAL

FACTSET

To

10 January 2016

Sri Pooja Gubbala

BN-347, Balramnagar Colony, Safilguda,
Malkajgiri, Hyderabad - 500047

Offer of Employment

Dear **Sri Pooja**,
Congratulations!

We are pleased to confirm our offer of employment to you in our organization as **Research Analyst**. You will be expected to join us between **June - September 2016**. We will confirm your date of joining as you approach completion of your final year course examination.

You will be based in our Hyderabad office. We extend this offer and the opportunity with great confidence in your abilities based upon your credentials and the information shared during your interview. We feel that you will be able to make an outstanding contribution to our organization.

Your annual total cost to the company is **₹ 2, 05, 413**, and will be subject to statutory and other deductions as per employer policies and practices.

The details of your compensation breakdown are provided in the **Annexure A**.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

Your employment with us will be governed by the Terms & Conditions as detailed in **Annexure B**.

Please provide your response indicating your acceptance of our offer as per the terms and conditions mentioned in the Annexure-B within 7 working days of receipt of this letter, after which period this offer shall lapse automatically.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming market leaders. We assure you of our support for your professional development and growth.

Yours Sincerely,



Tirumala Reddy Koduri
Senior Manager – Recruiting,
Human Resources

ANNEXURE-A

NAME : SRI POOJA GUBBALA
JOB TITLE : RESEARCH ANALYST
DEPARTMENT : CONTENT OPERATIONS

SALARY HEADS	MONTHLY	ANNUAL
BASIC PAY	5256	63070
HOUSE RENT ALLOWANCE	2102	25228
CONVEYANCE	1600	19200
SPECIAL ALLOWANCE	5359	64302
STATUTORY BONUS	700	8400
FIXED BASE SALARY	15017	180200
<u>BENEFITS:</u>		
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND ⁽¹⁾	631	7568
MEDICAL INSURANCE ⁽²⁾	1193	14311
PERSONAL ACCIDENT INSURANCE ⁽³⁾	25	300
GRATUITY ⁽⁵⁾	253	3034
TOTAL COST TO THE COMPANY	17118	205413

- 12% of basic will be deducted from the monthly salary as a contribution towards provident fund plan. This is in addition to the 12% basic contributed by the organization. On leaving the company, you can either withdraw or transfer the balance in your PF account.
- You will be enrolled in the Group Medical insurance scheme for a coverage of ₹ 2, 00,000 applicable as per the eligibility and your grade in the organization .You can nominate 5 dependents in addition to yourself to be covered under the policy.
- You will also be covered under Round-the-clock Personal Accident Insurance for ₹ 6, 00,000. The coverage is for self and premium towards the same will be paid by the firm on your behalf.
- You will be also eligible for a LIC benefit up to ₹ 6, 00,000. The coverage is for self and premium towards the same will be paid by the firm on your behalf.
- You are eligible for Gratuity which is payable after 5 years of continuous service with the Company.
- In general, we review our salaries half-yearly every fiscal year in the months of March and September. Salary adjustments take effect subsequently in April and October.
- All employee tax liabilities arising out of the above compensation shall be borne by you. Tax at source will be deducted as per the Income Tax act.
- For purpose of contribution to Provident Fund, Gratuity, Superannuation Fund, encashment of leave etc., computations will be on the basis of basic pay.

FACTSET BENEFITS:

- Transport facility to all the employees up to 40 KMS distance from office. Point pick up and point drop for all day shift employees and home pick up and home drop facility for employees working in the night shifts. However due to safety reasons transport facility is not provided to employees living in certain specific areas within 40 KMS distance. More information regarding the eligibility for this benefit will be communicated to you by the recruitment team in detail during verbal offer discussion.
- Mobile / Blackberry based on the level in the Company, requirement and eligibility.
- Annual Team Outing.
- Quarterly Team celebrations.
- Subsidized lunch / dinner during the working hours.
- Snacks & beverages will be made available in the cafeteria.
- A gift voucher of ₹ 1500 is given to any employee who gets married during his tenure at FactSet.
- Small gifts / token of remembrance is handed out to employee on their special occasions such as Birthdays, New Born child (Born with a silver spoon), anniversaries etc.
- Employees can also participate in the referral program and be eligible for the referral bonus as guided by the referral policy which will be communicated to all the employees by the FactSet Recruiting team.

ANNEXURE-B

1. **Information given or Background verification:**

The commencement or continuation of your employment with the Company is contingent on the results of a background check which includes reference checks and verification of academics. If the results of your background check reveal information that is inconsistent with our standards, FactSet retains the right to terminate any employee who has indulged in or has legal proceedings for misrepresentation or crimes. Please provide us with academic credentials & professional reference. By accepting this offer you are accepting FactSet's policy on background verification.

2. **Probationary period:**

For the first **6 months** from the actual date of appointment you will be deemed to be on probation and during this period either party may terminate this agreement by giving **15 days'** notice in writing or salary in lieu thereof. You will be advised in writing upon satisfactory completion of your probation period. If you receive no such communication, the probation period will be deemed to have been extended until the Company advising you of confirmation or notifying you otherwise.

3. **Personal Particulars:**

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You would also let us know the name and address of your legal heir / nominee and an emergency contact.

4. **Nature of Work:**

Your nature of work mainly includes all the aspects of the duties and responsibilities mentioned in your job description as well as any other ad-hoc duties assigned to you from time to time. You will work at a high standard of initiative, creativeness, efficiency and economy in the organization. The nature of work and responsibilities will be assigned and explained to you by your immediate manager from time to time.

5. **Working Hours / Shift Hours:**

The normal working hours of the Company are from **9:30 AM- 6:30 PM** from **Monday to Friday** including lunch break and tea breaks. As the Company works **24 / 5** and also depending on organizational requirement or project contingencies, working hours for specific employees or groups of employees or all employee may be modified / altered from time to time which will be communicated to you by your Manager. Further, you should be prepared to work on any shift, as may be warranted by the Company's work requirements.

6. **Salary Payment:**

Regular Employees in India are paid their monthly salary through bank transfer on the last working day of the month for which employees have to open a bank account in the Company's corporate bank. You are requested to note that processing of monthly pay will be subject to submission of Permanent Account Number (PAN) details to the Company. In case you do not have a PAN, please initiate the application process for the same immediately and carry the acknowledgment as issued by the Income Tax authorities with you while coming for joining. A copy of the acknowledgement would need to be submitted by you for our records.

7. Dual Employment:

You are required by the Company rules not to undertake any employment or enter into any other type of association, even on part-time basis whether for any consideration or not. Contravention of this will lead to termination of your services from the Company without any notice, with no liability on the part of the Company for payment of any compensation in lieu of such notice. Further, this contravention will be deemed as voluntary termination / resignation by you of your services without the required notice having been given. . However, if you want to associate yourself with a charitable non-profitable organization during non-business hours or days, you will have to disclose the details with your direct manger & Human Resources Department, allowing your participation at the disclosed charitable non-profitable organization.

8. Leave / Holidays:

You are entitled to **12 Casual / Sick leaves** and **15 Privileged / Paid leaves** every year. The leaves will be credited to your leave balance **@ 1 Casual and 1.25 Privileged leaves per month**. The eligibility for the paid leaves will be on completion of your probation. You are also eligible for **11 Paid holidays** every year including the government mandated holidays. The Company follows strict time schedule and late comings are discouraged, unless otherwise notified by you in advance.

9. Overtime Payment / allowances:

Employees may be required to work on holidays and weekends depending on the nature of the project. Such employees shall be eligible for compensatory off or overtime allowance as detailed in the Policy. This allowance will be paid through monthly payroll and shall be subject to deduction of Income Tax at source. Team leaders & above are not eligible for overtime payment.

10. Training:

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the Company's expense.

11. Performance Reviews / Appraisal:

The Company also has a policy of half- yearly appraisal based on performance. You may be eligible for a salary appraisal under this policy based on your individual ratings individual ratings as well as the performance of the team and the performance of the company as a whole which is achieved during the period. Performance reviews take place in the months of March and September and the revised salaries get affected in the months of April and October.

12. Intellectual Property Right:

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process / method likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use / utilize such improvement and you shall assign all rights thereof to the Company for the purpose of seeking any patent rights or for any other purpose. The Company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the Company including but not limited to the creative concept that you may develop during your association with the Company.

13. Secrecy / Confidentiality:

You will not during the course of your employment with the Company or at any time there after divulge or disclose any confidential information to any person whomsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the Company, of any information or knowledge obtained by you during your employment as to the business or affairs of the Company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

14. Restrain:

a. Access to Information:

Information is available on need to know basis for specific group's .Access to this information is authorized through privileges approved by unit mentors or project mentors. Unauthorized access or attempt at unauthorized access is strictly prohibited and any attempts to do so will result in immediate termination of employment and legal action as deemed fit by the Company.

b. Restriction on Personal Use:

Use of Company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the Company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager. Any usage of Company information for personal benefit will result in immediate termination of employment without notice and / or legal action for misdemeanor as deemed fit by the Company. You may / may not be required to reimburse the Company for any losses incurred by the Company on account of personal usage of Company data.

15. Security:

Security is an important aspect of our communication and office infrastructure. Security of the Company resources is maintained by controlling physical access to computer system, by disabling all the working stations, floppy disk drives and Companywide awareness about the need for protection of intellectual property and sensitive customer information.

16. Termination of Service:

- a) Employment with the Company will stand terminated at the end of the financial year in which you attain the age of superannuation (58 Years). Termination of employment may also be initiated earlier by either party by serving prior written notice to the other, as per the notice period stipulated in this offer. The Company is also entitled to either waive the notice period in part or in full at its sole discretion or require payment of equivalent base salary in lieu of the un-served notice period. The Company further reserves the right to terminate with sooner effect by tendering equivalent base salary in lieu of the notice period.
- b) In the event of termination of services by either party, the applicable notice period will be **60 days** for the confirmed employees and **15 days** for the probationers.

- c) In the event of your serving on the Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the General Terms and Conditions of Employment in force at that point of time, subject to the satisfactory handing over of your duties, responsibilities., Company documents, Company assets, etc. to the relevant parties. The details of this policy are available on our HR website.
- d) Unauthorized absence or absence without permission from duty for a continuous period of **7 days** would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay.
- e) You will be governed by the laid down code of conduct of the Company and if there is any breach of the same or non-conformance of contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the Company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.

17. Changes to the Employment Terms & Conditions applicable to Employees:

From time to time the Company reserves the right to make necessary changes or modifications to any of the terms and conditions of employment due to its dynamic work environment. By accepting this offer , you hereby grant your express acceptance and readiness to comply with company rules, regulations and policies in existence together with any changes or modifications made thereof .

18. Company Policies:

You acknowledge that the Company operates in a dynamic environment which may, from time to time, require the Company to make changes to its policies. You also agree that the Company, at its discretion, may accordingly revise, modify, add, delete or replace any of its current policies and that you agree to be bound by all such changes.

19. Appointment in Good Faith:

It must be specifically understood that this offer is made based on your proficiency on technical / professional skills you have declared to possess as per your application for employment and your ability to handle any assignment / job independently. In case at a later date any of your statements / particulars furnished are found to be false or misleading or your performance is not up to the mark or falls short of the minimum standard set by the Company, the Company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

The above terms and conditions are based on the Company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matters you will be governed by the rules of the Company as shall be in force from time to time.

If you have any queries / clarifications regarding your offer or joining please contact your Recruiter.

We welcome you to our FactSet family and wish you a long and successful career with us.

DOCUMENTS TO BE SUBMITTED ON THE DAY OF JOINING:

You will be required to submit to our HR Department, a certain set of documents, etc. (as per the below checklist), at the time of reporting for duties and hence you are advised to come prepared accordingly, without fail. Please note that the Company reserves the right not to accept you into the rolls or after such acceptance, to discharge you from the rolls, in case you do not fulfill the requirements as specified in the checklist, particularly submission of documents in proof of your qualifications, experience etc.

- 1. Copy of the Educational certificates.**
 - a. 10th Standard Marks Memos / Pass certificate.
 - b. Intermediate Marks Memos / Pass certificate.
 - c. Graduation Marks Memos / Pass Certificate.
 - d. Post-Graduation Marks Memos / Pass certificate
 - e. Certificates of other Qualifications if any.
- 2. Service certificates / Relieving letters from the previous employers.**
- 3. 3 most recent Pay slips.**
- 4. Copy of PAN card.**
- 5. Residential proof (Telephone / Electricity / License / Passport copy).**
- 6. Form-16 / Form-12B from the last previous employer.**
- 7. 4 Passport Sized Photographs.**

placementcell

From: Hari Kishen Saporapu <hsaporapu@factset.com>
Sent: Wednesday, December 16, 2015 9:21 PM
To: placementcell placementcell
Cc: Tirumala Reddy Koduri
Subject: FactSet - RA Final Selects

Dear Seema,

As discussed with you over phone, please find below the details of another 12 final selects from Bhavans Campus.

Including this 12 we have rolled out 50 offers from Bhavans college.

Below are the details of those candidates. Please inform the students about their selection.

Let me know if you have any queries on the same.

SNO	Name	Qualification
1	Abhishek Kumar Kashapogu	MBA
2	Manikanta Reddy Avula	BCom
3	Meena Kannath	BCom
4	Veda Kumar Vadiyala	BCom
5	Sri Pooja Gubbala	BCom
6	Srikanth Venagurthy	BCom
7	Archana Jannela	BCom
8	Shaik Shaida	BCom
9	Amrutha Mutyal	BBA
10	Ashwin Bharadwaj Panchagnula	BCom
11	Pavitra Theegala	BCom
12	Mohnish Mulari	BCom

Regards,

Hari Kishen | Sr.Recruiting Specialist | Human Resources |

hsaporapu@factset.com T +91 40 4455 7000; | M +91-800-826-6941 | FactSet Systems India Pvt. Ltd.

placementcell

From: Hari Kishen Saparapu <hsaparapu@factset.com>
Sent: Tuesday, January 12, 2016 10:59 AM
To: placementcell placementcell
Cc: Tirumala Reddy Koduri
Subject: FactSet - FY16 Campus Interview Schedule - Bhavans College - Final Selects

Hi Team,

Please find below the details of students selected for APPQA position.

Please freeze these candidates and make sure they don't attend any other interview process at Bhavans.

Once again **THANK YOU** for all your help in arranging the drive successfully.

Let me know if you need any other information.

S.No	Student FactSet Registration Number	Name	Contact Number	E-mail ID
1	201600009	Aishwarya.P	8801289905	Aishwaryaproducturi@gmail.com
2	201600012	K Anusha	9133754929	anubhanu16@gmail.com
3	201600016	Gulshan Kumar Mishra	8125250692	mishra.gullu44@gmail.com
4	201600034	Manju Kumari Saharan	9948642452	manjusaharan16@gmail.com
5	201600074	G Pavan Raja Kumar	9177851120	pavanrajakumar14@gmail.com
6	201600089	Abhishek Kumar	9581009404	abhi.kumar1208@gmail.com
7	201600090	Chira Sai Pratik	8686385963	pratik.sai28@gmail.com
8	201600099	T.Sai Charan	9642610062	Saivarun42@gmail.com
9	201600123	Soundarya Bashaboina	8143806021	soundarya2296@gmail.com

Regards
Hari Kishen

From: Hari Kishen Saparapu
Sent: Friday, January 08, 2016 3:38 PM

s.no	Hall Ticket No	Name	Course
1	107213684037	Vishal Sankla	BBA III Year
2	107213402082	Enugu Sudhakar Reddy	B.Com (Computers) III Year
3	107213402072	R Rupa	B.Com (Computers) III Year
4	107213402088	L Vaibhav	B.Com (Computers) III Year
5	107213407016	Prince	B.Com (Honors) III Year
6	107213401004	Arcot Saibaba Archit	B.Com (Regulars) III Year
7	107213684029	Ritu	BBA III Year
8	140614672021	R SUNIL	MBA
9	140614672074	G.Preetham kumar	MBA
10	140614672077	BHARATH	MBA
11	140614672117	KANCHIBHOTLA SAI BHARGAVJ	MBA
12	140614672037	Rajat Ramesh	MBA
13	140614672065	C.chandra sekhar	MBA
14	140614672014	N SAIPHANI CHANDRA	MBA
15	140614672073	pulijala srivani	MBA
16	140614672057	K.ranga swamy	MBA
17	107213401183	Anjana Phaniraj	B.Com (Regulars) III Year
18	140614672033	Gvg mounica	MBA
19	107213401083	B.ALEKHYA	B.Com (Regulars) III Year

s.no	Hall Ticket No	Name	Course
20	140614672069	Rajashekhar Bojja	MBA
21	107213402058	surekha devi	B.Com (Computers) III Year
22	140614672042	Chanda S V Pratap Reddy	MBA
23	140614672093	MD AZMATH PASHA	MBA
24	140614672066	karra pranavi	MBA
25	140614672025	d s Narendra	MBA
26	140614672105	RAKESH	MBA
27	109513401120	R.lalith kumar	B.Com (Regulars) III Year
28	107213401170	Akhilesh	B.Com (Regulars) III Year
29	107213402070	shiva krishna reddy	B.Com (Computers) III Year
30	107213402024	Pauley Namratha	B.Com (Computers) III Year
31	107213402018	jangala sridevi	B.Com (Computers) III Year
32	107213401176	Palati Bhavani	B.Com (Regulars) III Year
33	107213684058	T. Sai Meghana	BBA III Year
34	107213401080	Anjali.s.bohra	B.Com (Regulars) III Year
35	107213401025	J.Akhila	B.Com (Regulars) III Year
36	107213401181	Alfred	B.Com (Regulars) III Year
37	107214408008	E.NARESH	M.Com
38	140614672081	S P PINKY PREETHI	MBA

FactSet Campus Placement - 2016 BSC & BCA Batch

Hari Kishen Saparapu

23/12/2015 13:03 

To placementcell placementcell

▶  3 attachments View Download

Dear Seema,

We will be interested in interviewing & subsequently hiring the BSC & BCA students who will be passing out in 2016 from your esteemed college.

Appended are the JDs for your reference. **We will be interested to visit your campus on 7 Jan 2015.**

Please fill the appended student details sheet(General info and Student Raw Data) to us in the appended format.

Total CTC : INR 2,21,084

After probation (6 Months) they will get 10% hike on the CTC.

Below is some information regarding FactSet:

About FactSet

FactSet combines hundreds of databases into a single, powerful information system. It is a one-stop source for financial information and analytics for business analysts, portfolio managers, investment bankers / management firms and other financial professionals to analyze companies, portfolios, markets & economies.

FactSet was formed in 1978 and operates out of 35 locations worldwide. FactSet, with over \$1 billion in annual revenues, is headquartered in Norwalk, Connecticut and employs nearly 7000 people worldwide. Our operations extend within North America as well as Europe and the Pacific Rim. Since 1996, the Company has been publicly traded on the New York Stock Exchange under the symbol FDS.

Some interesting trivia about FactSet:

- The Company is headquartered in the United States and is recognized as a leader in its field
- Our services are used by the top 10 global investments banks and 95 of the top 100 asset managers
- The rapidly growing company has offices in 24 locations across 14 countries. Some of our prominent offices are in US, London, Paris, Fontainebleau, Frankfurt, Amsterdam, Milan, Sydney, Tokyo, Hong Kong, Philippines, Dubai & India
- FactSet has been listed as one of Forbes' "**200 Best Small Companies**", Fortune's "**100 Best Companies to Work For**", and Business Week's "**Best Places to Launch a Career.**"

For further information about the Company, please visit: www.factset.com (<http://www.factset.com>)

Regards,

Hari Kishen | Sr.Recruiting Specialist | Strategic Resources |

hsaparapu@factset.com (<mailto:hsaparapu@factset.com>) T +91 40 4455 7000; | M +91-800-826-6941 | FactSet Systems India Pvt. Ltd.

Fwd: B.Com Shortlists - Bhavans

Seema Ghosh

21/11/2015 20:03

To placementcell@bhavansvc.org

Sent from my iPhone

Begin forwarded message:

From: "Vaddi, Ratandeeep" <bobby.vaddi@franklintempleton.com (mailto:bobby.vaddi@franklintempleton.com)>
Date: 21 November 2015 18:04:54 IST
To: Seema Ghosh <seemaghosh7@gmail.com (mailto:seemaghosh7@gmail.com)>
Cc: ISC Staffing <ISCStaffing@franklintempleton.com (mailto:ISCStaffing@franklintempleton.com)>
Subject: B.Com (http://B.Com) Shortlists - Bhavans

Hello Seema,

Please find the final B.Com (http://B.Com) Shortlists. We will issue the offer letters shortly.

Name	Stream	College
Sai Saranya	BCom	Bhavans
Lalitha Supriya	BCom	Bhavans
Monika Kommareddy	BCom	Bhavans
AC Sowmya Sri	BCom	Bhavans
Archana Ghangas	BCom	Bhavans
Michelle Nivea Andrea	BCom	Bhavans
Chandrashekar B	BCom	Bhavans
Pruthvik Bezugam	BCom	Bhavans
Sridhar Karthick	BCom	Bhavans
A Padmavathi	BCom	Bhavans
Varsha Reddy	BCom	Bhavans
P Mouna	BCom	Bhavans
Shravani K	BCom	Bhavans
Jyothi Pandey	BCom	Bhavans
Veena Vaibhavi Suresh	BCom	Bhavans
Rohan Jha	BCom	Bhavans
Shravya Goud	BCom	Bhavans
Manikanta Pokala	BCom	Bhavans
Devyaank Newar	BCom	Bhavans

Thanks,
Ratan.

Notice: All email and instant messages (including attachments) sent to or from Franklin Templeton Investments (FTI) personnel may be retained, monitored and/or reviewed by FTI and its agents, or authorized

Fwd: MBA Shortlists - Bhavan's

Seema Ghosh

21/11/2015 20:03 

To placementcell@bhavansvc.org

Sent from my iPhone

Begin forwarded message:

From: "Vaddi, Ratandeep" <bobby.vaddi@franklintempleton.com (mailto:bobby.vaddi@franklintempleton.com)>

Date: 21 November 2015 18:37:47 IST

To: Seema Ghosh <seemaghosh7@gmail.com (mailto:seemaghosh7@gmail.com)>

Cc: ISC Staffing <ISCStaffing@franklintempleton.com (mailto:ISCStaffing@franklintempleton.com)>

Subject: MBA Shortlists - Bhavan's

Hello Seema,

Please find the final MBA Shortlists. We will issue the offer letters shortly

Name	Stream	College
Siva Prakash Narayana Rao	MBA	Bhavan's
Javvaji Srinija	MBA	Bhavan's
P Pranali	MBA	Bhavan's
K Rajesh Varma	MBA	Bhavan's
Dusi Sindhuja Rao	MBA	Bhavan's
Nikhil Kotecha	MBA	Bhavan's

Thanks,

Ratan

Notice: All email and instant messages (including attachments) sent to or from Franklin Templeton Investments (FTI) personnel may be retained, monitored and/or reviewed by FTI and its agents, or authorized law enforcement personnel, without further notice or consent.

Campus Hiring – Streams, Eligibility criteria, selection process and compensation details:

CAMPUS HIRING DETAILS - STREAM, ELIGIBILITY, SELECTION PROCESS AND COMPENSATION						
Stream	Min %	Selection process	Test format	Test Sections	Written test duration	Compensation details
B Com	60%	* Online Assessment * HR Interview * Business Interview	Online Assessment - Objective and Subjective	* Attention to detail * Numeric ability * General Accounting * Communication skills	95 mins	CTC: INR 2,04,293 PA
MBA	60%	* Online Assessment * HR Interview * Business Interview	Online Assessment - Objective and Subjective	* Attention to detail * Numeric ability * General Accounting * Communication skills * Mutual funds basic concepts	95 mins	CTC: INR 2,84,516 PA

Campus Hiring – Days schedule:

GTP HIRING - DAY PLANNER		
Timing	Stream	Task
10:00 AM - 11:00 AM	MBA & B Com	Pre-placement Presentation
11:00 AM - 11:30 AM	MBA & B Com	Students assemble at respective rooms for test
11:30 AM - 1:00 PM	MBA & B Com	Online Test - B Com & MBA
1:00PM - 1:30PM	MBA & B Com	Test result Announcement
1:30 PM - 2:00 PM	-	Lunch (Panel)
2:00 PM Onwards	MBA & B Com	Panel Interviews of the shortlisted candidates

FRANKLIN TEMPLETON – CAMPUS HIRING

FRANKLIN TEMPLETON - CAMPUS HIRING PROCESS			
Step #	Task	Role of FRANKLIN TEMPLETON	Role of College
1	Campus connect	Discuss with the College and avail details - Campus hiring event dates, Students across streams etc.	Provide details to Franklin Templeton in terms of hiring event dates, Students across streams etc.
2	Campus visit confirmation	Confirm visiting date and other details on email	<ol style="list-style-type: none"> 1. Confirm visiting date acceptance on email with date and Logistics arrangement 2. Share the list of students with details 3. Inform the students to carry a copy of their profile with 1 pass port size photograph and to arrive in Formal attire
3	Campus visit	1. Pre-placement Presentation	1. Arrange a Conference hall/Hall to accommodate ALL the eligible students for the Pre-placement Presentation with OHP, Computer and Public addressing system
		2. Online Assessment	2. Arrange sufficient systems for online assessment with the below requirements: - Google Chrome Browser - Internet Facility - Flash Permissions Enabled - Java Script is enabled and running
		3. Test result Announcement & HR Interview	3. Arrange Interview rooms
4	Technical Interview	Confirm the date and details for technical interviews at Franklin Templeton Campus	<ol style="list-style-type: none"> 1. Inform the students on the date and venue details and follow through with them to ensure 100% attendance. 2. If there is a drop in candidature, the same to be informed to Franklin Templeton immediately on email.
5	Offer list	Confirm final shortlists to the College	<ol style="list-style-type: none"> 1. Announce final shortlists 2. Confirm the final list of accepted students to Franklin Templeton within 2 days of receiving the name list.
6	DOJ Confirmation	Confirm the DOJ to the College	Confirm the DOJ to students and keep Franklin team informed in case of offer declines immediately.

placementcell

From: Pinto Estrol, Exida <epinto@ftdi.com>
Sent: Wednesday, December 23, 2015 1:03 PM
To: 'placementcell placementcell'
Cc: Hr-Hyd
Subject: RE: Campus Placement 2015 !!!!

Hello Sir/Madam,

We are pleased to inform that Padakanti Sai Balaji has been selected for this position. We will release the offer letter in 1-2 weeks' time.

When do they finish their Final exams ?

Regards,

Exida Estrol Pinto
Human Resources Team

From: Singh, Rahul
Sent: Wednesday, December 16, 2015 11:25 AM
To: 'placementcell placementcell'
Cc: Hr-Hyd
Subject: RE: Campus Placement 2015 !!!!
Importance: High

Hi ,

Please find the below list of the shortlisted candidates for the interview process. The interviews will be conducted at our premises on 21st Dec 2015.

List of Shortlisted Candidates			
S.No	Name	Stream	Timings
1	Manisha Maddela	BSC (MSCs)	9.00AM
2	Shabaz Anwar	BSC (MECs)	9.00AM
3	Padakanti Sai Balaji	BSC (MECs)	9.30AM
4	P Sravan Kumar	BSC (MSCs)	9.30AM
5	K Vivek	BSC (MSCs)	10.00AM
6	G Pavan Raju Kumar	BSC (MPCs)	10.30AM
7	M Sai Kamal Prabhath	BSC (MPCs)	10.30AM
8	N Sri Harsha	BSC (MSCs)	11.00AM
9	Satish Kumar Mishra	BSC (MSCs)	11.00AM
10	T S Samuel	BSC (MSCs)	11.30AM
11	P Aishwarya	BSC (MSCs)	11.30AM
12	Sujay GS	BSC (MSCs)	11.30AM
13	Anantha Rithisha	BSC (MSCs)	12.00PM
14	M Mahendra Rao	BSC (MPCs)	12.00PM

Things to be carried :

College ID Card

ID Proof

Original copy of SSC, Intermediate & Degree Semester wise certificate / Mark sheets

Note :

The candidate needs to prepare themselves on HTML , CSS & JavaScript (Web Technologies)

Venue

FTD INDIA PRIVATE LTD
Block D – Wing II , 5th Floor,
Cyber Gateway Building,
HitechCity , Madhapur Village
Hyderabad, India, AP 500081

Contact Person:

Exida / Rahul

Thanks,

Rahul Singh

Human Resources

T 040 66030303

E rsingh@ftdi.com



An FTD Company

FTD INDIA PRIVATE LIMITED

Cyber Gateway – D Block, II Wing, V Floor
Hi-Tech City, Hyderabad - 500081

-----Original Message-----

From: placementcell placementcell [<mailto:placementcell@bhavansvc.org>]

Sent: Friday, December 11, 2015 12:47 PM

To: Singh, Rahul

Subject: Re: Campus Placement 2015 !!!!

Dear Rahul

Greetings from BVC.

103 students are eligible and interested for the campus drive at our college. We have made the arrangements for pen and paper test. Please share with us if you have any other logistics requirements. I will not be available on the campus on 14th Dec 2015, Dr. M V S Mahendra will be the point of contact for the campus drive. His contact number is 9246177357.

thanks and regards
Ms. Seema Ghosh.

> On November 25, 2015 at 7:04 AM "Singh, Rahul" <rsingh@ftdi.com> wrote:

>

>

> Dear Seema
>
> Greetings from FTD India Private Limited!!!!
>
> We have few fresher hiring requirements and would like to visit your
> campus in the month of December 2015 & the date of visit is 14th Dec 2015.
>
> Please find below more information:
>
> Role: Web Developer
> Designation: Trainee
> Stipend: Rs 20,000 /-
>
> CRITERIA:
>
> • Education: B.Sc. (Computer Science) 2016 pass outs, 70% through
> academics without any backlogs • Energetic candidates with good
> written & oral communication
>
> For Company details, please visit the site
> www.ftdcompanies.com<<http://www.ftdcompanies.com/>>
>
> Please share the Slot to the earliest so that we Plan according.
>
>
>
>
> Thanks & Regards,
>
> Rahul Singh
> Human Resources
> T: 040 66030303
> E: rsingh@ftdi.com<<mailto:rsingh@ftdi.com>>
> FTD INDIA PRIVATE LIMITED
> Cyber Gateway – D Block ,II Wing ,V Floor Hi-Tech City , Hyderabad -
> 500081
>
> [WWW.FTDINDIA.COM](http://www.ftdindia.com)<<http://www.ftdindia.com/>>
>
> [Description: Description: Description: Description:
> <cid:image003.jpg@01D00EDB.AB92B690>]<http://www.ftd.com/>>
>
>
>
>
> This message is solely for the intended recipient(s) and may contain
> confidential and privileged information.
> Any unauthorized review, use, disclosure or distribution is prohibited.

This message is solely for the intended recipient(s) and may contain confidential and privileged information.
Any unauthorized review, use, disclosure or distribution is prohibited.

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HEA000766-1068424

Date: April 15, 2016
Dear: Rakshitha Sangha

Sub: Letter of Intent

Congratulations! You have been selected by Genpact as **Process Associate**.

You will be issued a letter of appointment upon meeting the pre requisites as mentioned below. Meanwhile, the company is pleased to issue the following letter of intent.

Salient terms & conditions of your appointment with Genpact are as follows.

1. Your annual Cost to Company (CTC) will be **INR 180,000.00**.
Variable component is additional and is paid in addition to your CTC.
2. Applicability of Location specific allowances may vary according to location and/or company policy. Company may provide facilities in lieu of these allowances.
3. Your initial place of work will be India>Hyderabad>Hyderabad Uppal IN – Office However; the company may transfer you to any location/process on a need basis.
4. Post consultation with you, the following has been agreed upon.
 - Date of PHO :
 - Date of Joining: April 21, 2016
 - Reporting Time: 9:00:00 AM
 - Location: India>Hyderabad>Hyderabad Uppal IN – Office

Locations	On-boarding reporting time**	Genpact Office Address
NCR	10:30	Genpact Plot 20 & 21, ITES SEZ, Sector 135, Tower 8, Upper Ground Floor, On-boarding Room , Noida
HYD	10:00	Genpact, Security In Gate no 3, 14-45,IDA,opp NGRI,Uppal,Habsiguda,uppal,Hyd-500009
JPR	9:30	Genpact India, JLN Marg , Malviya Nagar, Jaipur (NHO Room)
BLR	9:00	Genpact, # 99, Surya Park, Electronic City, Bangalore 560100
KOL	10:00	Genpact India Unitech Hi Tech Structures Ltd. – IT/ITeS SEZ Building C1, 1st Floor Infospace Complex, DH 1, 2, 3 & 3/1, New Town Kolkata
DDN	9:30	IT 23, IT Park, Sahastradhara Road, Dehradun – 248001

**In order to experience a smooth Onboarding, please reach the venue on time.

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5. If at the time of joining, your assigned place of work is different from your current location ("Relocation"), the Company Guest House can be availed by you. The Guest house can be availed for a period of 15 days. The Company shall, in lieu of the accommodation provided, make a monthly deduction of Rs. 250 for a period of 24 months. Further, in case of termination of employment by either party, before such amount has been fully recovered by the Company, the Company shall deduct the balance amount from your full and final settlement."

6. You shall be required to provide the Company all documents and information as set forth in Annexure I of this letter of Intent.

7. As a precondition to employment with the Company, it is mandatory for you to obtain registration at the National Skills Registry developed by NASSCOM and furnish proof of registration at the time of joining. Such registration with the National Skills Registry enables the Company to assess your credentials from the standpoint of personal, academic and career information. The registration also secures your identity and credentials from potential misuse as well as offers increased security for the Company.

8. Genpact operates 7 days a week, 24 hours a day. You will be expected to attend office – as assigned to you by your supervisor in compliance with laws in force. As a Fulltime employee, you will be eligible for 2 weekly offs (any 2 days of the week, depending upon business needs). You may however be required to attend office on your off days if the business needs so demand. In such cases, you will be eligible for compensatory off according to company policy.

9. As a full time employee, you will be entitled to 25 working days of earned leaves per annum. You can avail these, subject to prior approval by the Company. Accumulation / carry-forward of leave will be governed according to existing Company policy in force from time to time. For Part time employees, earned leaves will be prorated as per your work schedule.

10. Please note you have agreed that you shall provide Genpact the Relieving Letter (if applicable) from your previous employer within 60 days from time of joining Genpact, failing which your employment with Genpact shall be terminated. Such termination will be without prejudice to Company's right to proceed against you through legal means to recover any other amounts due from you to the Company

11. The Company shall, at its discretion, conduct background, reference and medical checks including screens for substance use as per company policy and this offer is conditional upon the result of such checks. In the event the results of such background / reference checks or screens for substance use are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer at any time irrespective of the fact that you may have formally commenced your training/employment with us.

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12. The appointment letter issued to you, will, inter alia, contain the following terms

- A six month probation period during which either party may terminate the Agreement by giving 30 day notice or salary in lieu thereof. Your services at the end of probation period shall be treated as confirmed unless specifically extended by the company in writing.
- Absence for a continuous period of eight days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you, all expenses incurred with regard to any training and development, special education, upskilling or on the job training imparted by the company or damages suffered by Company due to loss of billing.

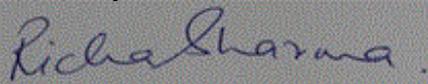
13. This letter of intent is valid for **April 29, 2016, 3:39:00 PM IST** from the date of issue unless otherwise specified. In case any terms or conditions are not met, this letter of intent will be considered automatically withdrawn without any obligation on part of the company.

14. To be filled by the hiring team :

Is availability of Valid passport is a precondition for employment Yes () No ()

**Kindly sign & Initial each page of this letter and return a copy in acceptance.
We welcome you and wish you every success in your career with Genpact.**

**With warm regards,
For Genpact**



**Richa Sharma
Vice President–HR**

Accepted and Agreed

Rakshitha Sangha

In case of any questions / clarifications regarding your appointment letter/joining/other queries, please contact Gourav Agarwal on between 11 am to 7 pm (Monday to Friday).



GENERATING IMPACTSM

Commitment Sheet – Instructions

Dear Candidate,

Thank you for your interest in Genpact. As part of our assessment process, it is mandatory that you sign a "Commitment sheet".

This Commitment sheet captures the various aspects of a role and the related challenges/situations you may face with respect to doing the job if selected.

To ensure you have read the complete document, please ensure you:

1. Read the document carefully and respond to each statement
2. For each statement there are certain words that have been printed in bold and underlined. At the end of each statement, you need to write down the word/words on the side of the sheet.
Example:
Do I have any concern in travelling in non AC cabs or buses – the word concern needs to be written in the column with the heading "Write the word that is in bold & underlined."
3. If you have any additional information that you want to provide related to each statement, please add it in the Comments column

You will need to take a copy of the completed Commitment sheet with you when you attend the "Pre Hire Orientation" (PHO) with the business.

After your Pre Hire Orientation session, please confirm if you want to join Genpact or not. It is in the interest of the company and you to be completely honest and realistic in your decision to accept the offer.

If you have any questions related to any of the statements and what they mean, please do ensure you get your doubts cleared.

Thank you,

Genpact Recruitment Team

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Commitment Sheet

Date: _____

Name: Rakshitha Sangha Designation: Process Associate

Mobile number: _____

I hereby acknowledge that I have been informed about and understood the conditions listed below. I acknowledge that this has been explained to me during the interview process and I agree to the stated conditions

<u>A :- Working hours, shifts and leaves:</u>	<u>Response</u>	<u>Write word that is in BOLD & Underlined</u>	<u>Comments</u>
It has been explained to me that I will work any 5 days in a week for 9 hours in a day	Yes/No		
I agree I may spend up to 2 hours in travel (one way) depending on my place of residence	Agree/Disagree		
I don't have any concern travelling in non AC cabs or buses	Agree/Disagree		
In general Trainings, business updates are scheduled during business hours. But sometimes the training can happen after the shift is completed. As a result, I understand I may sometimes be required to work beyond 9 working hours.	Agree/Disagree		
The shift I have been told I will be working in is: (please write DAY or NIGHT based on what has been discussed with you).	Yes/No		
I understand the final decision on which shift, process and location I will be assigned to is taken by the company.	Yes/No		
I understand that weekly offs may be any two days of the week and may not be consecutive, depending upon business requirement.	Agree/Disagree		
B:- Post successful completion of training I would be aligned to any process (based on business requirement) which could be a mix of calling and non-calling, ranging from 0% calling to 100% calling.	Agree/Disagree		
I may need to work on national holidays (like Independence Day, Republic Day and Gandhi Jayanthi) /festivals offs (e.g. Diwali, Christmas, Eid). For this I will get a compensatory off as per policy.	Agree/Disagree		

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I may need to work on national holidays (like Independence Day, Republic Day and Gandhi Jayanthi) /festivals offs (e.g. Diwali, Christmas, Eid). For this I will get a compensatory off as per policy.	Agree/Disagree		
I know that leaves will be discouraged during the Classroom and on job training (till six months post joining) because this can effect performance and in turn confirmation. (check with legal- cannot take leaves)	Agree/Disagree		
C :- Role change, Promotion:			
I understand I need to be in a role for a minimum of 18 months. I cannot move out of the process or business unless the business requirements require an earlier change, and any movement, role change or promotion will be at the discretion of the company.	Agree/Disagree		
My first promotion may take at least 18 months and will depend on how I perform.	Agree/Disagree		
D :- Variable incentives & Probation period:	Yes/No		
I have understood that I will get a Variable incentive depending on how I perform every month. I will not be eligible for Performance incentive during the training period,	Yes/No		
I am aware that if my performance is below expectation, my probation period may be extended.	Agree/Disagree		
E :- Resignation and Notice period: In case I chose to resign , I am aware I have to serve a full 30 day notice period, In absence of which, the Company reserves the right to recover all expenses incurred, from me, with regard to any training and development, special education, upskilling or on the job training imparted by the company or damages suffered by Company due to loss of billing.	Yes/No		
F:- I am comfortable working in all locations in the site/city for which I'm hired for ***. (e.g. NCR Site includes Gurgaon, Delhi and Noida)	Yes/No		
BGC: I understand that all the education and work experience documents submitted by me would be checked thoroughly. In case of any discrepancy, the company may at its sole discretion revoke the offer or terminate my services.			

Candidate's Signature

Interviewer's signature

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Declaration:

- I hereby declare that I have disclosed all past, current, and probable educational/competitive endeavors (Graduation/CA/CS/MBA/PG/OTHER) that I was aware of at this moment. Below, are the details of the same:

Education/Entrance	Exam Year	Results
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____
5. _____	_____	_____
6. _____	_____	_____

- Apart from the above, I have not enrolled/appeared in any exam or course. I shall inform the organization immediately in written in case I wish to pursue any educational course/competitive exam.

I declare that all facts / documents that I have presented to the recruiter/vendor are true and correct. I have disclosed all information and have not been pressurized to hide/alter any information. Suppression of information regarding education or prior work experience could lead to adverse action. In case any of the facts are found to be incorrect, I am ready to face disciplinary action in the future.

After attending the Pre Hire Orientation session, please tick one: I have attended the Pre Hire Orientation session and I understand the expectations from me.

1. I am comfortable joining Genpact
2. I am not comfortable with the job expectations and hence do not wish to join Genpact

Candidate's Signature

Interviewer's signature

ANNEXURE I

1. Listed below are the documents that you need to furnish (in Photocopy) at the time of joining, Joining will not happen without these documents.

a. **Letter of Intent** (GENPACT offer letter)

b. **Date Of Birth Proof** (ONE of the following: Birth Certificate, Class 10 Board Certificate, Passport, Pan Card, Driving license)

c. **Photo ID** (ONE of the following: Voters ID, Driving license, Photo Credit Card, Passport, Ration Card, PAN card or XII Board hall ticket (Class XII hall tickets will be accepted only for those candidates joining straight after school and don't have any other document)

d. **Address proof** (ONE of the following: Passport, Voters ID, Electricity bill (latest) of Self or Parents, Water Bill (latest) of Self or Parents, Bank Statement (Latest), Ration Card, Telephone landline bill (Latest) of self or Parents or Current lease deed– with you or Parents as lessee or co lessee)

The same document may be used as proof for more than one of the above requirements

In the Event that you do not have any of the above mentioned documents for requirements c & d (Photo ID and Address proof) and have not been registered with the National Skill registry ("NSR") prior to your employment with Genpact (a REGISTERED CANDIDATE should produce a valid NSR registration number), please furnish an affidavit with your name, Date Of Birth, photograph, father's name, address (permanent and temporary), educational qualification that has been ATTESTED BY A NOTARY. However you will be required to produce one of the documents mentioned above within 6 months from the date of joining.

2. In addition to the documents mentioned above, you are requested to provide the following documents & information. Please ensure that these documents and information are available with you on your date of joining.

Documents

1. Updated Resume
2. Academics: Most recent and Highest Qualification certificates
3. Professional Relieving Letter from previous employer (last employment)
4. Nationality Proof (Voters id, Passport, Driving license or any government approved proof indicating nationality)
5. 3 recent Passport size Photographs.

6. If your salary is less than or equal to 1,25,000/- p.a, (CTC minus Employer's PF Contribution) you will need to enroll for ESIC (Employee State Insurance Corporation) which is a Govt. regulation therefore please carry;

▪ Your 3 Post card size (4X7) photographs (Copies of the same photograph)

Or

▪ If you would like your family covered Family group Photograph of immediate family (4X7, 3 Copies of the same photograph), only members in the photo will be covered, Photos should be clear and have only your immediate family who are your dependants.

7. In reference to National Skills Registry clause please try and register yourself on www.nationalskillsregistry.com and carry a printout of the registration form.

Information

1. Names and Date of Birth of Family members you would want to mention as nominees for the Provident Fund Scheme

2. If already a member of a provident fund (PF) scheme with previous employer, then;

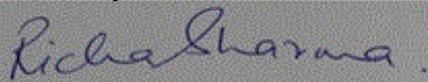
I. Employer's name

II. Date of joining and leaving service with them

III. Previous PF account no.

3. National Social Security no (NSSN) if allocated

**With warm regards,
For Genpact**



**Richa Sharma
Vice President–HR**

Accepted and Agreed

Rakshitha Sangha

CLASSIFICATION: GENPACT CONFIDENTIAL

GENPACT

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ANNEXURE – II COMPENSATION DETAILS

NAME	Rakshitha Sangha
BAND	5A
DESIGNATION	Process Associate
LOCATION	India>Hyderabad>Hyderabad Uppal IN – Office
COMPONENTS	Amount (Per Annum)
BASIC PAY	90,000.00
EMPLOYER CONTRIBUTION TO PF	10,800.00
MEDICAL	15,000.00
CONVEYANCE	19,200.00
HOUSING RENT ALLOWANCE	45,000.00
FIXED PAY	180,000.00
ANNUAL PERFORMANCE BONUS*	7200
PERFORMANCE/PRODUCTION LINKED INCENTIVE*	AMOUNT (PER ANNUM)
Best Performer	48,000.00
Average Performer	18,000.00
Low Performer	0.00
Total Earning Potential	Amount (Per Annum)
Best Performer	228,000.00
Average Performer	198,000.00
Low Performer	180,000.00
Benefits	Amount (Per Annum)
Life Insurance Including Employee Deposit Linked Insurance Scheme (EDLIS)	960,000.00
Personal Accident/Disability Insurance (For Employee)	600,000.00
Medical Insurance (For Employee)	100,000.00
Interest Free Soft Loan (Post 6 Months)	10,000.00
Out Patient Medical Facilities at Office	Free
Company Contribution ESIC	As per Act
Gratuity	4,327.00
Other Attractions	
Parichay (Employee Referral Scheme)	As Per Scheme
Rewards & Recognition	As Per Performance

Education@Work : Professional Advancement Programs	As Per Scheme
Concierge Services	Subsidized Rates

Notes:

*Employees not on Performance Linked Incentive Plan will be eligible for a different Annual Performance Bonus Plan than mentioned above. In such cases, Annual Performance Bonus potential is similar to the indicative Average Performance Linked Incentives as mentioned in table above. Annual Performance Bonus payout however is ultimately determined based on company / individual Performance and prevailing company guidelines.

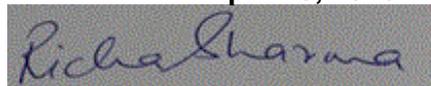
**Performance Linked Incentive mentioned above is an indicative average amount possible for the said performance level. Eligibility for such incentives, actual amount and payout timelines may vary with Business/Process.

Genpact reviews its compensation structure and policies from time to time. The compensation structure and benefits offered to you in this letter are subject to change and the same will be communicated to you at the joining date or at a later date when such change becomes applicable.

Rakshitha Sangha

Candidate Signature

April 15, 2016



Richa Sharma
Vice President – HR

Drive Date	Drive Location	Candidate's Name	Mobile Number	Email ID	Degree	PG
11-Jan-16	Bhavan's Vivekananda Degree College	Adnan Bharmal	9030720299	adnanvohra52@live.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Ajanta Saha Talukdar	9700101761	ajanta1995@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	CH Ramya Pavana	9700001436	ramyapavanachitturi@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	CH Sai Sriya	9908823361	sriya.chandavaram@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Chintapally Udaya Nikhila	9985222853	udaya.nikhila26@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Dibya Ranjani Mangraj	8143346502	dibsranjani@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Guja Soundarya Yadav	8801405518	soundharyayadav882@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	K Abhishek	9866566862	koyyada28abhishek@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Katroth Ganesh	8125040501	ganeshnayak953@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	M D Jahangir	8801023687	jahangirarman619@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Mohammed Shabbir Hussain Shah	8121689153	mohammed53.ms@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Preeti Hanumanth Basbire	7382549128/90 30353920	preetibasbire6991@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Pusapati Sri Sowmya	9908576428	srissowmya26@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	R Chandra Shekar	7036166986	chanduirforce1995@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Rachamalla Lalith Kumar	8885618886	lalith.rachamalla5@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Rathnam Vinod Priya Darshini	9676248213	priyastars17@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	V Sangha Rakshitha	9030332257	sangharakshith09@gmail.com	B.Com	
12-Jan-16	Bhavan's Vivekananda Degree College	T S Samuel	7893553768	samuel.thudi@gmail.com	B.Sc	
13-Jan-16	Bhavan's Vivekananda Degree College	V Tarun	7093139201	tarunvelli@gmail.com	B.Sc	
11-Jan-16	Bhavan's Vivekananda Degree College	A Ashitha Devan	8143839323	ashithadevan23@gmail.com	B.Com	M.COM
11-Jan-16	Bhavan's Vivekananda Degree College	Anjali S Bohra	9618569259	anjali Jain474@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Bezugam Pruthvik	8885273793	pruthvikbezugam09@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Chandana GS	8978379468	gs.chandana9@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Duppelli Sai Sharan	9959889957	duppellisaissharan@gmail.com	B.Com	MBA
11-Jan-16	Bhavan's Vivekananda Degree College	Ganganaboina Vyshnavi	9966564864	g.vyshnavi@yahoo.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Gogana Kavitha	9533442026	kavithasweetty4268@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Goswamy Priyanka	9581577500	priyankagoswami284@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Karthika	7032861802	moul.roxx@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Lingamaneni Jyothi	9581276699	jyothilingamaneni18@gmail.com	BBA	
11-Jan-16	Bhavan's Vivekananda Degree College	Naga Brinda P	8885739328	nagabrinda.p@gmail.com	B.Com	MBA

11-Jan-16	Bhavan's Vivekananda Degree College	Pittala Anusha	9700170304	p.anusha9177@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	S Shailaja	9491050959	shailajas54@yahoo.com	BBA	
11-Jan-16	Bhavan's Vivekananda Degree College	Sonali Rao Yekabote	9008611299	sonaliyekabote@gmail.com	BBA	
11-Jan-16	Bhavan's Vivekananda Degree College	T Hasitha	9290032922	hthammareddy@gmail.com	BBA	
11-Jan-16	Bhavan's Vivekananda Degree College	Tadipatri Bhargavi	7032290080	tadipatribhargavi@yahoo.co.in	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Theegala Pavitra	9966289217	pavi.pavitra5@gmail.com	B.Com	
11-Jan-16	Bhavan's Vivekananda Degree College	Vishal Yadav	9963761300	vishalyadav.sep19@gmail.com	B.Com	

January 16, 2017

Vishnuteja Pisupati
Bhavan's Vivekananda College
Nirmala Nagar X Road, Neredmet
Secunderabad
Telangana
India
500094

Dear Vishnuteja

We are delighted to offer you employment with Goldman Sachs Services Private Limited ("GSSPL" or "the firm") as an Analyst in the Operations Division in Bengaluru.

The enclosed Statement of Terms and Conditions of Employment ("your Statement") sets out the particulars of your employment with the firm, which will apply to you upon joining.

You will be expected to comply with the policies and procedures as outlined in the India Employee Handbook.

Conditions of Employment

Your offer of employment with GSSPL and after the commencement of your employment, your continuing employment with GSSPL is conditional upon:

- satisfactory results of a pre and post-employment background checks, reference, criminal, credit, education checks and other necessary checks
- your not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with the firm
- your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their employment commences
- your obtaining any relevant registration, qualification or licences, within 12 months of the commencement of your employment with the firm
- satisfactory completion of the probationary period
- in circumstances where your previous employer has an office in India, your providing the firm with a relieving letter from your previous employer, within 2 weeks of the commencement of your employment
- you agree that you will cooperate fully with the Firm (and its respective counsel, if applicable) in connection with any client matter, inquiry, investigation, administrative proceeding, litigation or dispute relating to any matter relating to the Firm in which the Firm believes you were involved or of which you have knowledge. These obligations survive the termination of your employment
- for candidates who were referred to Goldman Sachs by a government official or by an employee of a client or prospective client of Goldman Sachs, or who have a close personal or financial connection to such individuals, the Firm's offer of employment is conditional on resolution of any actual or perceived conflict of interest. In some instances, this will include a confirmation from the applicable client, prospective client or government entity that it is aware of the referral or relationship

In due course you will be required to complete an employment health questionnaire.

Immigration

When you accept this offer, please confirm whether you will need to obtain an employment visa. If you are an Indian national, for administrative purposes it would be useful if you could provide a copy of the first page of your passport and any other relevant stamped pages with your signed offer letter.

We will assist you in applying for an employment visa, although we cannot guarantee the outcome of the application.

Accepting this offer

We hope that you will accept our offer, in which case please do the following:

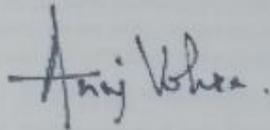
- signify your acceptance of this offer by signing this offer letter, your Statement and the enclosed Verification of Employee Details Authorisation
- insert your start date in section 3.1 of your Statement. If you do not know your start date, we will assume that your employment with the firm will start when your employment with your current employer comes to an end, unless you tell us otherwise
- complete on-line forms. Details as to how to access the appropriate website will be sent to you upon receipt of your signed offer letter, Statement and Verification of Employee Details Authorisation. If you do not complete the on-line forms before you join us, your first salary payment will be delayed. **The firm's background checks will include verification of the information given on the on-line forms and so it is essential that the information is complete and accurate.** The provision of misleading, false or inaccurate information, or the omission of a material fact, may be legitimate cause for the immediate withdrawal of this offer of employment or, once you have joined the firm, for disciplinary action up to and including dismissal. In signing this offer letter, you accept the statements and agree to the authorities given by you as set out in the Verification of Employee Details Authorisation
- if you need an employment visa, please contact Lakshmi Prahlad at 080 - 41423221

[This space intentionally left blank. Signature required on the following page.]

Once you have completed and signed all these documents, please return them to Human Capital Management in the envelope provided. This offer is valid until January 23, 2017, after which time it will lapse.

We look forward to your joining the firm.

Yours sincerely,



Anuj Vohra
Vice President
Human Capital Management
For and on behalf of Goldman Sachs Services Private Limited

Vishnuteja Pisupati

(Date)

Are you legally authorized to work in India? Yes []; No [];

Will you now or in the future require sponsorship for employment visa status? Yes []; No [];

Before you commence employment we would prefer to correspond with you via e-mail. If you have a private e-mail address or a work e-mail that you are happy to use, please put it here.

Email address: _____

GOLDMAN SACHS SERVICES PRIVATE LIMITED

This Statement sets out the terms and conditions of your employment with Goldman Sachs Services Private Limited ("GSSPL or "the firm"). This statement, together with your offer letter, constitutes your contract of employment with GSSPL. In addition, the India Employee Handbook as amended from time to time contains the policies and procedures with which you will be expected to comply. If there is a conflict between the provisions of this Statement and the Employee Handbook, this Statement will prevail. This Statement replaces and supersedes all other agreements, written or oral, with respect to its subject matter. GSSPL reserves the right to amend this Statement if necessary to comply with applicable law.

1. Employee: Vishnuteja Pisupati

2. Employer and Job Title

2.1 You will be employed as an Analyst by Goldman Sachs Services Private Limited ("GSSPL" or "the firm") or in any other commensurate capacity as the firm may decide. Although you will be employed by the firm, the firm shall be permitted to supply your services to other entities from time to time controlling, controlled by or under common control with GSSPL (GSSPL together with such entities, collectively defined as "Goldman Sachs"). During your employment by the firm, you shall (unless prevented by ill health or accident or by virtue of absence on vacation/holiday or absence otherwise authorised by the firm) devote your time, attention and abilities to the business of Goldman Sachs. You shall at all times act in the best interests of Goldman Sachs and shall accept any additional office or position without further remuneration in any Goldman Sachs entity at any time and, in that event, you shall execute all such documents and agreements as the firm may consider reasonably necessary for this purpose.

2.2 You are required to work exclusively for the firm unless you obtain prior written consent from the firm in respect of your involvement in outside employment or business activities.

3. Date of Employment

3.1 Your employment (and your period of continuous employment) with GSSPL will commence on _____. Your employment with GSSPL will be subject to an initial probationary period of 180 days from the commencement of your employment. Upon receipt of a satisfactory performance report from your manager, at the end of the 180 day probation, your continued employment with the firm may be confirmed. Subject to your performance during the probationary period, the firm reserves the right, at its sole discretion, to extend the probationary period for such period of time as it sees fit. During the probationary period you or the firm may terminate your employment on 24 hours written notice. Your employment with the firm will be deemed to be probationary until such time as you receive written confirmation of the satisfactory completion of your probationary period.

3.2 Notwithstanding the other provisions of this Statement, your employment will automatically terminate on your 58th birthday unless extended by the firm by written agreement.

4. Compensation

4.1 Your basic salary will be Rs 273,000 per annum, payable monthly, less tax or other withholdings and applicable deductions as required by law or in accordance with firm policy.

4.2 You will receive a housing allowance of 40% of your annual basic salary which will be Rs 136,500 per annum payable monthly less tax or other withholdings as required by law.

4.3 You will receive conveyance allowance at the rate of Rs 19,200 per annum payable monthly less tax or other withholdings as required by law.

4.4 The firm will make contributions towards the Employees' Provident Fund Scheme of 12% of your annual basic salary which will be Rs 32,760. You will also be required to pay 12% of your annual basic salary towards the provident fund. Such contributions will be deducted by the firm from your basic salary.

4.5 You will receive a special assistance of Rs 84,540 per annum less tax or other withholdings as required by law.

4.6 In summary, your minimum per annum cost to company for fiscal year 2017 will be Rs 546,000. Since you will be joining the firm after the beginning of fiscal year 2017, your total compensation will be pro-rated for the actual time of your active employment during the fiscal year. When Goldman Sachs determines your per annum total compensation, it will take into account your annualized Goldman Sachs cost to company and not any salary you may have received from a former employer. All amounts paid to you will be subject to applicable deductions.

4.7 In addition as soon as practicable after commencing employment with the firm you will receive a one-time payment of Rs 60,000, payable less tax or other withholdings as required by law. Should you leave the firm

for any reason or cease active employment before 24 months from the commencement of your employment, you will be expected to reimburse the firm in the amount of Rs 60,000.

4.8 If you are an active employee as at fiscal year end, and have been in active employment at some time during the fiscal year you may be eligible to receive discretionary compensation. Since you will be joining the firm after the beginning of fiscal year 2017, any discretionary compensation will be pro-rated for the actual time of your active employment during the fiscal year. For fiscal year 2017 and any subsequent year, you will not be eligible for any discretionary compensation if you leave the firm for any reason or cease active employment before fiscal year-end, or if you have given or received notice of termination before fiscal year-end. When Goldman Sachs determines your per annum total compensation, it will take into account your annualized Goldman Sachs cost to company and not any salary you may have received from a former employer. All amounts paid to you will be subject to applicable deductions.

4.9 For years subsequent to 2017, your compensation will be reviewed at least annually; each person's compensation may be influenced by, among other things, his or her performance, his or her anticipated contributions and the firm's results. Discretionary compensation is not a part of the salary of the employee even if paid consistently over a period of years. Discretionary compensation, if any, will be payable in the subsequent fiscal year, on a date and in a manner to be determined by the firm.

4.10 Consistent with other similarly compensated employees, all or part of any discretionary compensation that you may receive in 2017 or future years may be satisfied with cash and/or a non-cash award (which may vest in the future), at the firm's sole discretion. In the event of a non-cash award, the firm will determine value, the nature of the equity interest and other conditions that are attached to the award. Such other conditions may include (but not be limited to) vesting conditions, an increased period of notice of termination of employment, and the like, and the firm's decision in this regard will be final. You should be aware that by accepting a change to your notice period as a condition of receiving a non-cash award, you would be accepting a permanent change to your terms and conditions of employment.

5. Place of Work and Dress Code

5.1 The firm's primary office is in Bengaluru although you may be required to work in any of the firm's other offices in India.

5.2 During your employment, you may be required to travel within India and around the world on business for the firm. You may also be required to work on a temporary basis in any of the firm's international offices either for training purposes or to provide short term cover in that office. In such circumstances the firm will provide you with appropriate assistance.

5.3 The firm has adopted a 'business casual' dress policy. In selecting your attire, you should remember that the office is a professional environment and that your appearance should reflect this.

6. Hours of Work

6.1 Your minimum weekly hours of work are 40 per week between Monday and Friday inclusive but you will be required to work such additional hours as are necessary to meet the business demands of your job.

6.2 You may be required to work either on day or on night shifts and which shift pattern you will be required to work, will be determined by and communicated to you by your manager. Your hours of work and shift timings may be subject to variation depending on the schedule operated by your Department, for which you will be notified of from time to time. If your pattern of work is varied, you will be informed in writing of any change. You may be eligible for a shift allowance subject to the shift pattern you are required to work. You should note that your entitlement to paid holiday and shift allowance may decrease or increase in the event that your pattern of work is altered.

7. Annual Vacation and Holidays

7.1 You will be entitled to 20 days' paid vacation in a full holiday year, which runs from 1 January to 31 December. This will be pro-rated in your first and last years of service and details of the pro-rated entitlement will be set out in the India Employee Handbook.

7.2 In addition, you will be entitled to 10 days paid public holidays details of which will be provided to you at the start of each holiday year and which may be subject to change on an annual basis.

7.3 On the termination of your employment you will be paid in respect of any accrued but untaken vacation. If you have exceeded your accrued vacation entitlement, you hereby consent to the excess being deducted from any sums due to you by the firm on termination.

7.4 You may be required by the firm to take any outstanding vacation entitlement during your notice period.

7.5 Further details about vacation entitlement, including how to book vacation, are contained in the India Employee Handbook. Details of authorised vacation other than vacation entitlement are also found in the

8. Sickness

8.1 If you are absent due to sickness and, provided that you comply with the firm's notification procedures as set out in the India Employee Handbook, you may be paid your salary and usual benefits and allowances at the firm's discretion (less any state benefits that you may claim and any applicable deductions) and usual benefits and allowances at the firm's discretion. Further details of sickness absence and sick pay are detailed in the India Employee Handbook.

8.2 Entitlement to the firm's sick pay scheme is at the firm's discretion and subject to the firm's right to terminate your employment at any time in accordance with the firm's notice provisions set out in paragraph 9 below.

8.3 In connection with your absence, the firm may require you to undergo a medical examination by its nominated doctor or consultant. The firm may also elect, with your consent, to consult your own doctor.

9. Notice Entitlement

9.1 Subject to sub-paragraph 9.2 below or during the probationary period (if applicable), the minimum period of notice that the Firm will give you to terminate your employment is **30 days**. The minimum period of written notice that you are required to give the Firm is 30 days.

9.2 Notwithstanding sub-paragraph 9.1, the Firm reserves the right to terminate your contract without any notice if it has reasonable grounds to believe that you are guilty of gross misconduct (which shall, without limitation, include any breach of any of the provisions of this contract of employment), in which case no notice or pay in lieu of notice will be due.

9.3 The Firm reserves the right to require you to remain at home and/or not to undertake all or any of your duties of employment and/or not to contact certain clients or colleagues during part or all of any period of notice of termination of your employment (whether given by you or the Firm), provided that your cost to company is paid and contractual benefits are provided in the usual way. For the avoidance of doubt, you will continue to be bound by your duties and obligations to the Firm until the end of the notice period.

9.4 Instead of a period of notice pursuant to sub-paragraph 9.1 above or any other period of notice applicable to your employment at the relevant time, the Firm may, at its discretion, elect to pay you a sum equivalent to the cost to company (but not benefits) which you would have received during your notice period.

10. Termination Gratuity

10.1 You will be entitled to Gratuity in accordance with the Payment of Gratuity Act 1972 provided you meet the eligibility criteria set out therein. Further details are provided in the India Employee Handbook.

10.2 In considering any payments due to you on termination of employment whether discretionary or not the firm will deem any Gratuity due to you as being inclusive of or in lieu of any payments due to you on termination of employment.

11. Benefits and Allowances

11.1 The firm offers a number of discretionary benefits to employees during employment. There is no contractual entitlement to these benefits and these may be withdrawn or varied at any time. Detailed below is a summary of the benefits currently available and the provision of any such benefit will be subject always to the rules and/or policy (as amended from time to time) governing the provision of such benefit.

11.2 The firm will provide medical insurance cover for hospitalisation treatment, subject to any underwriting requirements or limits imposed by the insurer. Coverage is provided for 5 family members (which can be your spouse, children or dependant parents), if applicable.

11.3 The firm will provide accidental death insurance cover, which will pay a benefit of three times your annual cost to company to your beneficiaries, and life insurance cover of three times your annual cost to company. This insurance cover will be subject to any underwriting requirements or limits imposed by the insurer.

12. Discipline and Grievance

12.1 The firm's disciplinary policy is contained in the Employee Handbook. Whilst the disciplinary process does not form part of your contract of employment, the disciplinary rules do. Disciplinary sanctions may include oral or written warnings and the firm reserves the right to transfer you to another position, to demote you or to impose a financial penalty, if appropriate. If it appears that you have committed an act of serious or gross misconduct, you may be suspended from your duties, pending the outcome of the firm's investigation into the alleged misconduct.

12.2 If you are dissatisfied with a disciplinary decision taken against you, you should contact Human Capital Management, which will arrange for your concern to be raised with the appropriate person.

12.3 If you have a grievance, you may raise the matter with the person you report to either in writing or in person or you may use the firm's formal grievance procedure, details of which are set out in the Employee Handbook.

13. Deductions

13.1 You agree as a term of your employment with the firm that the firm shall be entitled at any time during your employment, or in any event on termination, to deduct from your actual total compensation any monies due from you to the firm, including but not limited to:

- any debt or advance for the time being owed by you to the firm or to any Goldman Sachs entity; and; any deduction relating to leave or holiday taken in excess of entitlement as at the date of the termination of employment; and
- any deduction in respect of costs incurred by the firm or the cost of repairing damage to the firm's property caused by you (and of recovering the same); and any other money owed by you to the firm.

14. Confidential and Proprietary Information

14.1 In connection with your employment by the firm, you may have access to non-public information and materials, including but not limited to information and materials describing or relating to the business and financial affairs, personnel matters, operating procedures, organisational responsibilities, marketing matters, and policies or procedures of Goldman Sachs or its Managing Directors, employees, clients or other third parties; or the personal affairs of Managing Directors or employees ("Confidential and Proprietary Information and Materials"). With respect to such Confidential and Proprietary Information and Materials, you agree that:

- Confidential and Proprietary Information and Materials shall be used only as authorised and only for the purposes intended by Goldman Sachs; and
- you will hold all Confidential and Proprietary Information and Materials in strict confidence and, except for the above authorised uses, will not, nor will you permit any agent to give, disclose, copy, reproduce, sell, assign, license, market or transfer Confidential and Proprietary Information and Materials to any person, firm or corporation, including any Managing Director or employee of Goldman Sachs who does not have a need to know or see the Confidential and Proprietary Information and Materials. This provision applies to authorised writings of any kind containing such information or materials, including books and articles; and
- unless you have prior written authorisation from Goldman Sachs, you will not publicise, disclose or allow disclosure of any information about Goldman Sachs, its present or former Managing Directors, employees, agents or clients, its or their business and financial affairs, personnel matters, operating procedures, organisation responsibilities, marketing matters and policies or procedures, or any aspects of your candidacy for employment or your tenure as an employee of the firm or of the termination of such employment, with any reporter, author, producer or similar person or entity, or take any other action seeking to publicise or disclose any such information in any way likely to result in such information being made available to the general public in any form, including books, articles or writings of any other kind, as well as film, videotape, audiotape or any other medium; and
- while employed by the firm, you will not disclose or use without authorisation any information concerning persons or entities other than Goldman Sachs that is confidential or proprietary to them, nor will you use information in any manner that would constitute a violation of any undertaking or agreement with a prior employer or third party; and
- upon the termination of your employment (or earlier if requested by the firm), you will return to Goldman Sachs all originals and copies of documents and other materials relating to Goldman Sachs or containing or derived from Confidential and Proprietary Information and Materials that are in your possession or control, accompanied, if requested, by a certificate signed by you and satisfactory to Goldman Sachs to the effect that all such Confidential and Proprietary Information and Materials have been returned.

14.2 You hereby irrevocably assign to Goldman Sachs, its successors and assigns, and Goldman Sachs shall have exclusive ownership rights, including, without limitation, all patent, copyright and trade secret rights, with respect to any work, including, but not limited to, any invention, discoveries, concepts, ideas or information, conceived by you in the course of your employment with Goldman Sachs, and all documents, data and other information of any kind including, incorporating, based upon or derived from the foregoing, including reports and notes prepared by you. Such work will be the property of Goldman Sachs, shall be considered a work made for hire and may not be used for any purposes other than the benefit of Goldman Sachs. Any and all such property and material containing such property shall be delivered to Goldman Sachs

on request and in any event at the termination of your employment by the firm, and no copies thereof shall be retained by you unless the prior written consent of Goldman Sachs is obtained with respect thereto. You will cooperate fully with Goldman Sachs to establish, protect or confirm Goldman Sachs' exclusive rights in such work or to enable it to transfer legal title together with any patents that may be issued. A certificate evidencing compliance with this provision shall, if requested, be provided to Goldman Sachs.

14.3 The obligations set out in this paragraph shall survive the termination of your employment. You hereby acknowledge that any violation, breach or other failure on your part to comply with these obligations could materially and irreparably injure Goldman Sachs and its business in a manner inadequately compensable in damages, and that Goldman Sachs may seek and obtain injunctive relief against the breach or threatened breach of these obligations in addition to any other legal remedies that may be available.

15. Compliance

15.1 In addition to your compliance with the policies and procedures as outlined in the India Employee Handbook, you will be expected to comply with the applicable policies published on the intranet that broadly affect and govern our business and personal conduct. The Goldman Sachs Group, Inc., including its affiliates ("collectively, Goldman Sachs") has policies applicable to all employees of Goldman Sachs globally relating to personal securities accounts, related accounts and trading (the "Policy"). Among other things, the Policy requires that employees must maintain their securities account or related accounts at the firm. Maintaining a securities account or related account at any other broker, dealer, bank, or investment advisor without the prior written consent of the firm is prohibited. Please note that employees of GSSPL have been granted an exemption from the requirement to maintain their personal and related securities accounts with the firm, subject to certain conditions. GSSPL employees are permitted to open their personal and related securities account(s) exclusively with Kotak Securities after seeking appropriate approval from Global Compliance.

16. Regulatory Authorities

16.1 It is a condition of your employment to comply with the rules of any organization by which Goldman Sachs is regulated, or with whom Goldman Sachs may be registered as amended from time to time.

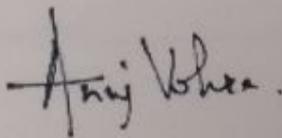
17. Miscellaneous

17.1 The terms and conditions of this contract of employment shall be governed and interpreted according to the laws of India. Any dispute, controversy or claim arising out of or in connection with this contract of employment shall be finally settled under the Rules of Arbitration of the International Chamber of Commerce. The seat of arbitration shall be Bengaluru. The language of arbitration shall be English.

Signed _____

Dated _____

Signed



Anuj Vohra
Vice President
Human Capital Management
For and on behalf of Goldman Sachs Services Private Limited

VERIFICATION OF EMPLOYEE DETAILS AUTHORISATION

In signing below I confirm that the information I will be providing in the on-line forms will be complete, accurate and true. I understand that this offer of employment is conditional upon the verification, to the firm's entire satisfaction, of any or all of the information I will be supplying and that if any of the information I provide is found to be misleading, false or otherwise inaccurate, the firm may in its sole discretion withdraw this offer of employment or, if I have already commenced employment with the firm, take disciplinary action (up to and including dismissal) against me.

I understand that the firm and/or any persons or organisation acting on the firm's behalf (which may include third parties outside the Goldman Sachs group) (hereinafter, "you") may, to the extent permitted by law, procure, process and store information from any individual, company, institution or other body which you consider necessary or desirable for the assessment of my suitability for employment. I understand and agree that this will include the verification of the information I will be providing in the on-line forms and may well include the obtaining of documents and/or information covered by various data protection laws, of investigative and consumer credit reports which may contain information regarding my background, character, legal history, credit worthiness and personal reputation. I also understand and agree that you may perform reference checks of my employment (including any current employment unless I have otherwise instructed). I also agree that, during the course of my employment with the firm, a consumer or investigative report may be procured in connection with subsequent employment decisions. I understand that you agree that you will not use or publish any such documents and/or information save as is reasonably required by the firm in respect of my application for employment by it. I authorise you to carry out all such investigations as are described above. I hereby explicitly consent to the processing by you of personal data (including sensitive personal data) and understand and accept that this data may be transferred to and processed outside the country. I understand that, upon my written request, I will be advised of the name and address of each consumer reporting agency from which a consumer report or investigative report may have been obtained.

I confirm that in carrying out such enquiries and investigations you are entitled to and will rely upon the consents and authorities I have given. I further agree that you and any person or entity supplying information shall incur no liability whatsoever in respect of any document or information supplied as a result of or obtained through such inquiries and investigations. This shall be the case whether the content of any such document obtained is accurate or inaccurate and/or any information is true or untrue.

Print Name: _____

Signature: _____ Date: _____

India Compensation & Benefits Structure

Please note, the below summary does not form part of your terms and conditions of employment and is provided for illustrative purposes only. The benefits may change from time to time at the discretion of the firm.

To assist you in reviewing the offer we have made to you we set out below a summary of the compensation and benefits structure which will be afforded to you should you accept the offer of employment with the firm. For specific information regarding compensation and benefits you should refer to the terms and conditions of your employment or the firm's policies and procedures as appropriate.

- **Basic Salary** Rs 273,000 50% of CTC (cost to company)
- **Housing Allowance** Rs 136,500 40% of your annual basic salary payable monthly
- **Conveyance Allowance** Rs 19,200 Conveyance allowance payable monthly
- **Employer's Provident Fund** Rs 32,760 Firm's contribution towards the Employees Provident Fund Scheme at the rate of 12% of your annual basic salary
- **Special Assistance*** Rs 84,540 Amount to be distributed within the following sub categories (LTA, Telephone, Medical). Any remaining amount will be paid out monthly after applicable taxes

*Leave Travel Allowance (LTA) (up to 12.5% of Basic or Rs 75,000 per annum whichever is lower), Telephone bills reimbursement - (Up to a max of Rs 24,000 per annum), Sundry Medical Reimbursement (Up to a max of Rs 15,000 per annum). The composition of the Special Assistance may be changed by the firm at any time and is subject to annual review.

Provident Fund - in accordance with the law in India the firm pays 12% of the 'basic salary' to the provident fund. A contribution of 12% is required to be paid by both the employer and the employee. The amount shown in the CTC is the contribution by the employer. There will be a monthly deduction of a similar amount from your pay covering the required employee contributions.

Other Compensation and Benefits

Discretionary Compensation - If you are an active employee and have not given or received notice of termination as at the fiscal year end you **may be** eligible to receive discretionary compensation. As you will be joining the firm after the beginning of the fiscal year 2017, such discretionary compensation will be prorated for the actual time of your active employment during the fiscal year. Discretionary compensation is not a part of guaranteed annual salary of the employee even if paid consistently over a period of years. Discretionary compensation payments will be payable in the subsequent fiscal year on a date, and in a manner, to be determined by the firm. **Please note that this discretionary compensation and eligibility to receive this compensation is at the discretion of the firm.** As you will be joining the firm after the beginning of the fiscal year 2017, such discretionary compensation will be prorated for the actual time of your active employment during the fiscal year.

Medical Insurance - the firm provides insurance cover for hospitalization treatment, subject to any underwriting requirements or limits imposed by the insurer. Coverage for family is provided (employee and five dependants which can be spouse, children or parents) if applicable. Maximum annual benefit limit is Rs 500,000 per family. This insurance cover will be subject to any underwriting requirements, conditions or limits imposed by the insurer.

Accidental Death/Permanent Disability Insurance - the firm provides accidental death insurance cover, in the event of death or permanent disability a sum equal to three times annual cost to company is paid, in the event of permanent partial disability a percentage will be determined and paid based on guidelines in the policy. This insurance cover will be subject to any underwriting requirements or limits imposed by the insurer.

Life Insurance - the firm will provide life insurance cover of three times your annual cost to company. This insurance cover will be subject to any underwriting requirements or limits imposed by the insurer.

Termination Gratuity - you will be entitled to gratuity in accordance with the Payment of Gratuity Act 1972 provided you meet the eligibility criteria set out therein. Compulsory termination payments on leaving after four years and eight months continuous service or, at any time, due to death or disability. Forfeiture will apply if termination due to negligence or misconduct.

Shreyas.Sundaresh@ny.email.gs.com <shreyas.sundaresh@gs.com>

8/14/2015, 10:57 AM

Goldman Sachs : Operations Fulltime Offers - Bhavans Vivekananda College

To placementcell@bhavansvc.org <placementcell@bhavansvc.org> •
seemaghosh7@gmail.com <seemaghosh7@gmail.com> Copy
Mohammad Rahman <mohammad.rahman@gs.com> • gs-campus-
ops-team@internal.email.gs.com <gs-campus-ops-team@internal.email.gs.com>

Dear Ms. Seema,

We are pleased to inform you that we have decided to extend a fulltime offer to the below students in the Operations division :

Fulltime Offers			
SI. No	First Name	Last Name	Degree
1	Neharika	Sanjay	BBA
2	Vishal	Sankla	BBA
3	Hiranya	Snehankitha	B.Com
4	Swetha	Chavali	B.Com
5	Venkatesh	E	B.Com
6	P.Vishnu	Teja	B.Com
7	Divya	Rani	B.Sc
8	Lalith	Kumar	B.Com(Hons)
9	Anant	Prabhu	B.Com

Note : Request you to make sure that the above mentioned candidates do not attend the interview process for any other companies visiting your campus.

Please feel free to reach out to us in case of any queries.

Regards,

Goldman Sachs Services Private Ltd.
Prince Vile, Embassy Golf Links, Intermediate Ring Road
Bengaluru - 560071
Tel: +91-80-41423704
e-mail: Shreyas.Sundaresh@gs.com

Shreyas Sundaresh
Campus Recruitment
Human Capital Management Division

**Goldman
Sachs**

This message may contain information that is confidential or privileged. If you are not the intended recipient, please advise the sender immediately and delete this message.

All other details remain the same for the process.

Please revert with confirmation and we will get back to you with further details on the event in our subsequent mails.

Regards,

Goldman Sachs Services Private Ltd.
 Prince Ville, Embassy Golf Links, Intermediate Ring Road
 Bangalore - 560071
 Tel: +91-80-41423242
 e-mail: Sneha.Baid@gs.com

Sneha Baid
 Campus Recruitment
 Human Capital Management Division

**Goldman
 Sachs**

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From: Baid, Sneha [HCM]
Sent: Tuesday, December 16, 2014 3:49 PM
To: 'placementcell@bhavansvc.org'; 'seemaghosh7@gmail.com'
Cc: Vohra, Anuj [HCM]; Shantharam, Shwetha [HCM]; Nanjappa, Nikhil [HCM]; AllamaPrabhu, Priyanka [HCM]; Sundaresh, Shreyas [HCM]
Subject: Goldman Sachs : Campus Recruitment dates confirmation - Operations division - Bhavans Vivekananda College

Hi Ms. Seema,

As discussed, we would like to visit Bhavans Vivekananda College on **19th and 20th January, 2015** for the Campus Recruitment process for **Operations division – Internship hiring**.

We would like to start the process at 9:00am and continue till 7:30pm on both the days.

Please note for the recruitment process we would require the below logistics:

- For the Presentation we need-
 - Auditorium with projector
 - Laptop with a CD drive and Mics

Find below details:

- **Target students:**
 - **UG** - 2nd years (Pre-final years) - Open to all streams
 - **PG** - 1st years (Pre-final years) - M.A, MSc, M.Com
- **Eligibility Criteria:**
 - Aggregate 60% and above in 10th, 12th and current aggregate in UG / PG
 - No active backlogs
 - **No prior experience**
- **Stipend:**
 - Duration: 8 weeks
 - Stipend will be 15,500 per month prorated to their 8 weeks of internship
- **Job Location : Bangalore**

Please revert with confirmation and we will get back to you with further details on the event in our subsequent mails.

Regards,

Goldman Sachs Services Private Ltd.
Prince Ville, Embassy Golf Links, Intermediate Ring Road
Bangalore - 560071
Tel: +91-80-41423242
e-mail: Sneha.Baid@gs.com

Sneha Baid
Campus Recruitment
Human Capital Management Division

**Goldman
Sachs**

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20-JUN-2016

HR/S/24616/A6531

Mr Sodagam sri Harsha
H.No 102, New padma Sai Enclave, Street No3, Vani Nagar, Malkajgiri,
Hyderabad
500047.

Letter of Appointment

Dear sri Harsha,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "Executive - Operat
The details of your entitlements and your salary are as per Annexure -II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before 20-JUN-2016.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be Hyderabad and you
report to the respective Business and/or Functional Head.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty-
- 4.1 Proof of age;
 - 4.2 Certificates supplementing your SSLC (10th Standard) and highest educational and profession
qualification attainments;
 - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
 - 4.4 8 (eight) passport sized photographs;
 - 4.5 Form 16 or any other authenticated document supplementing your earnings and income t
deduction/paid in the current financial year; PAN Card Copy;
 - 4.6 Photocopy of Passport, if available.
 - 4.7 PF No. / UAN (Universal Account Number) of pervious employment.
 - 4.8 ESIC Number of previous employment.
 - 4.9 Any other documents as may be required by the Company.
- 5.0 **Terms and Conditions of Employment:** All the terms and conditions of your employment are attar
herewith as Annexure - I, kindly sign and return a copy of the same. The said terms shall (and as m
modified from time to time) be applicable to you.

Yours sincerely,



Anuradha Patra
Deputy Manager - Employee Relations
Hinduja Global Solutions Limited

I have read the Appointment Letter and I fully understand and accept the terms & conditions contained here

Signature: _____
Name: _____
Date: _____

Encl: Annexure - I & II

Narendra Dharamsoath
Hyderabad

PRIVATE AND CONFIDENTIAL

CJFY17197413
October 13, 2016

Narendra Dharamsoath
PLOT A-47,RUKMINIPURI
AS RAO NAGAR
HYDERABAD

Dear Narendra,

On behalf of ICICI Securities Limited, we take great pleasure in making you an offer to be part of team I-Sec.

Please find enclosed:

- Our formal Joining Offer cum Appointment Letter
- Components of Remuneration – It has details on all the components of remuneration.

Please quote your reference number, which is appearing at the top of this letter for all future correspondence.

In case you have any further queries feel free to contact at below mentioned number and address:

Address : HR,ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

E-Mail Address : aarti.datar@icicisecurities.com

Telephone (Direct) : -

Yours sincerely,

For ICICI Securities Ltd

Aarti Datar
Regional Manager - Human Resources

Narendra Dharamsoath
Hyderabad

PRIVATE AND CONFIDENTIAL

CJFY17197413
October 13, 2016

Narendra Dharamsoath
Hyderabad

Dear Narendra,

We are pleased to make you an offer of appointment at grade "E" in ICICI Securities Limited (hereinafter referred to as the "Company"). Your job title will be "Senior Relationship Manager". You will be placed in "Retail" Department and "Select" Function at Hyderabad.

The following are the terms and conditions of the appointment.

Commencement/Term:

1. You shall be required to join the Company on or before October 18, 2016
2. Your appointment is subject to you successfully completing your Post Graduation in Management Course. You are required to submit the copy of certificate latest by November 2016. Failure on your part to submit the required document may initiate appropriate action including termination of your services.
3. You will be on probation for a period of six months or such extended period as may be decided by the Company and would be confirmed basis you meeting up the criteria set by the company from time to time. Please note that this offer of employment is subject to the successful completion of your course and to your acquiring knowledge specified by competent authorities from time to time.
4. You will be informed about your confirmation in the services of the Company in writing.
5. On confirmation, employee would retire from the service on attaining the age of 58 years.

Remuneration:

6. Your Basic Salary will be Rs. 105,000/- (Rupees One Lakh Five Thousand Only) per annum.

Allowances:

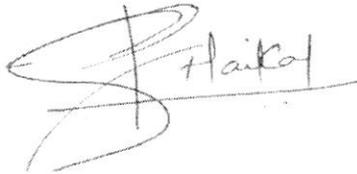
REMUNERATION DETAILS		
NAME	Narendra Dharamsoath	
JOB TITLE	Senior Relationship Manager	
GRADE	E	
Components	Monthly	Annually
Basic	8,750	105,000
HRA	4,375	52,500
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	1,822	21,875
Personal Pay	6,152	73,825
Retiral Benefits		
Employer's Contribution to PF	1,050	12,600
Total Fixed Pay	25,000	300,000
** Gratuity is payable after completion of 5 years of continuous service.		

Narendra Dharamsoath
Hyderabad

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period, the appointment letter shall be deemed to have been withdrawn.

Yours Sincerely,

For ICICI Securities Ltd

A handwritten signature in black ink, appearing to read 'Pramod Naikal', with a horizontal line underneath.

Pramod Naikal
Assistant Vice President - Human Resources

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of candidate

Chandra Sekhar C
Secunderabad

PRIVATE AND CONFIDENTIAL

CJFY17197412
October 13, 2016

Chandra Sekhar C
A-2 G5, MAYURI APARTMENTS
BEGUMPET
HYDERABAD

Dear Chandra,

On behalf of ICICI Securities Limited, we take great pleasure in making you an offer to be part of team I-Sec.

Please find enclosed:

- Our formal Joining Offer cum Appointment Letter
- Components of Remuneration - It has details on all the components of remuneration.

Please quote your reference number, which is appearing at the top of this letter for all future correspondence.

In case you have any further queries feel free to contact at below mentioned number and address:

Address : HR, ICICI Securities Limited,
Shree Sawan Knowledge Park,
Gr. Floor, Plot No. D-507, T.T.C Industrial Area,
M.I.D.C, Turbhe, Near Juinagar Railway Station,
Navi Mumbai-400705

E-Mail Address : aarti.datar@icicisecurities.com

Telephone (Direct) : -

Yours sincerely,

For ICICI Securities Ltd

Aarti Datar
Regional Manager - Human Resources

REMUNERATION DETAILS		
NAME	Chandra Sekhar C	
JOB TITLE	Senior Relationship Manager	
GRADE	E	
Components	Monthly	Annually
Basic	8,750	105,000
HRA	4,375	52,500
Transport Allowance	1,600	19,200
Medical Reimbursement	1,250	15,000
Leave Travel Assistance	1,822	21,875
Personal Pay	6,152	73,825
Retiral Benefits		
Employer's Contribution to PF	1,050	12,600
Total Fixed Pay	25,000	300,000
** Gratuity is payable after completion of 5 years of continuous service.		

Urvie Gupta

11/9/2015, 5:39 AM

RE: Campus placement at Bhavans College , hyderabad

To placementcell placementcell Copy Venkataramana Chintala

Hi Ms. Seema

Thank you for your assistance in conducting the placement process. We have selected the following students:

- 1) Aditya Kirti Chandra Pillutla
- 2) D Ravi Teja

Regards
Urvie

-----Original Message-----

From: Gupta, Urvie
Sent: Wednesday, November 04, 2015 11:44 AM
To: 'placementcell placementcell'
Subject: RE: Campus placement at Bhavans College , hyderabad

Dear Ms. Seema,

Give me a couple of hours to check and get back.

Regards
Urvie

-----Original Message-----

From: placementcell placementcell [placementcell@bhavansvc.org]
Sent: Wednesday, November 04, 2015 10:48 AM
To: Gupta, Urvie
Subject: RE: Campus placement at Bhavans College , hyderabad

Dear Urvie

Just wanted to confirm about campus placement tomorrow at Bhavans. There is still no communication from your Hyderabad office.

Thanks and Regards

Seema Ghosh
Placement Coordinator
BVC
9849307930

On October 7, 2015 at 10:56 AM [Gupta, Urvie](#) wrote:

Hi Ms. Seema,

Please find attached the job description of the role we are offering at your campus.

We will begin the PPT at 10:00 AM on 5 November. We would need an

Urvie Gupta urvigupta@kpmg.com

RE: Campus Hiring - KPMG

To placementcell@bhavansvc.org <placementcell@bhavansvc.org>

Dear Ms. Seema,

A small correction, the Fixed Compensation for the roles being offered is INR 250,000.

Regards,

Urvie Gupta

Assistant Manager, Human Resources

KPMG

NESCO, 7th Floor, IT Building No. 3, Nesco IT Park Nesco Complex, Western Express Highway Goregaon (E)
Mumbai - 400063

Fax :+91 226 134 9220

Mobile :+91 992 072 3060

Direct :+91 226 134 9267

Email : urvigupta@kpmg.com

We Are Committed To Our Communities

To know more, please visit our [KPMG Corporate Citizenship site](#)

From: Gupta, Urvie
Sent: Thursday, August 13, 2015 4:53 PM
To: 'placementcell@bhavansvc.org'
Cc: Bhatnagar, Sumit
Subject: Campus Hiring - KPMG

Dear Ms. Seema,

KPMG in India engages with top educational institutes across the country for attracting and retaining the brightest minds. We are proud of our relationship with your institute and we believe that together, we can strengthen it further.

As a part of developing our association with your institute, we are pleased to share our firm's strong hiring interests in your institute. Please find attached the role descriptions of exciting career opportunities with our firm. We are keen to offer these opportunities to the students in your institute. It contains the relevant information that the students would need to make decisions regarding their career interests in the firm. Being one of the most successful Big 4 professional services firms globally and in India, we aim to be amongst first companies to visit your institute for campus hiring. We eagerly await to hear from you on the following **by tomorrow** basis which we will confirm our hiring decision:

1. Alternate dates and time slots for KPMG to conduct our Pre-Placement Talk (PPT).
2. Earliest date and time slot in your placement process for KPMG to conduct its final placement process.
3. Companies that have visited your institute for final placements so far.

- MoU_Bhavan's_scanned.pdf (2 MB)

auditorium for the PPT with Audio/ video facility. The selection process will be group discussion followed by personal interviews. Kindly arrange for 2 -3 big rooms for GD and 2-3 small rooms for interview.

Also, please confirm that students can accept only 1 offer through campus placements.

Please share the application with us by 2 November.

Regards

Regards,
Urvie Gupta
Assistant Manager, Human Resources

KPMG
NESCO, 7th Floor, IT Building No. 3, Nesco IT Park Nesco Complex,
Western Express Highway Goregaon (E) Mumbai - 400063

Fax :+91 226 134 9220
Mobile :+91 992 072 3060
Direct :+91 226 134 9267
Email : urviegupta@kpmg.com

We Are Committed To Our Communities
To know more, please visit our KPMG Corporate Citizenship site

-----Original Message-----

From: placementcell placementcell [placementcell@bhavansvc.org]
Sent: Wednesday, October 07, 2015 12:35 PM
To: Gupta, Urvie
Subject: Campus placement at Bhavans College , hyderabad

Dear Urvie

We proposed either 5th November or 13th November for KPMG campus placements. Please confirm the date according to your convenience.

Thanks and Regards

Seema Ghosh
Placement Coordinator
BVC
9849307930

KPMG (in India) allows reasonable personal use of the e-mail system.
Views and opinions expressed in these communications do not necessarily represent those of KPMG (in India).

DISCLAIMER
The information in this e-mail is confidential and may be legally privileged.



Rajasekar Rammohan Mar 8, 2016

to me



From Rajasekar Rammohan
Rajasekar.Rammohan@sutherlandglobal.com

To rahmanasadi64@gmail.com
rahmanasadi64@gmail.com

Date Mar 8, 2016, 2:47 AM



Standard encryption (TLS)

[Learn more](#)

Dear M A Rahman

Bhavan's Vivekananda College



DEAR CAMPUS CHAMP,

IT GIVES ME IMMENSE PLEASURE TO INVITE YOU TO BE A PART OF THE EVER-GROWING SUTHERLAND FAMILY.

I WOULD ALSO LIKE TO TAKE THIS OPPORTUNITY TO CONGRATULATE AND THANK YOU FOR CHOOSING SUTHERLAND GLOBAL SERVICES, WHICH IS A PIONEER IN THE BUSINESS PROCESS MANAGEMENT SPACE.



YOU CAN BE REST ASSURED THAT WE AT SUTHERLAND WILL DO EVERYTHING POSSIBLE TO HELP YOU SETTLE DOWN SEAMLESSLY AND EMERGE SUCCESSFUL IN WHAT YOU DO. WE AT SUTHERLAND PLEDGE TO TRANSFORM OUR "CAMPUS CHAMPS" TO "SUTHERLAND CHAMPS"

IN THE DAYS TO COME YOU CAN LOOK FORWARD TO A SERIES OF COMMUNICATION MAILERS FROM US WHICH WILL NOT ONLY HELP YOU UNDERSTAND THE ORGANIZATIONAL CULTURE AND ENVIRONMENT THAT YOU WILL BE WORKING IN, BUT ALSO THE MYRIAD INNOVATIVE & CREATIVE OPPORTUNITIES THAT AWAIT YOU AS AN INDIVIDUAL. IT'S JUST A MATTER OF TIME BEFORE YOU GET TO EXPERIENCE ALL OF IT YOURSELF !

AS YOU EMBARK UPON A NEW JOURNEY WITH US, THE SUTHERLAND FAMILY WISHES YOU THE VERY BEST FOR YOUR FINAL SEMESTER EXAMS AND PRAY THAT YOU COME OUT SUCCESSFULLY, AS OUR CAMPUS CHAMPS!

ONCE AGAIN WE WELCOME EACH ONE OF YOU TO TAKE ON THE JOURNEY WITH THE SUTHERLAND FAMILY.

WE LOOK FORWARD TO HAVING YOU ON BOARD.

WARM REGARDS

R. RAJSHEKAR
DIRECTOR - HUMAN RESOURCES
HEAD CAMPUS PLACEMENT - INDIA

SUTHERLAND
CAMPUS TEAM

Ref : Applicant No. : BVC

Date : 18/DEC/2015

Dear SRI POOJA

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

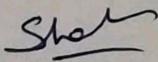
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services



Authorized Signatory

Candidate Acceptance

Ref : Applicant No. : BVC

Date : 18/DEC/2015

Dear SRI POOJA

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

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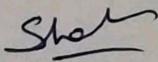
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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services



Authorized Signatory

Candidate Acceptance

Dear Mahinder

Greetings from Sutherland Global Services. We are very pleased to inform the overall offered candidates from Bhavans Vivekananda Degree College. We had 53 offered candidates out of which 10 offer letters were pending which is now posted. Please acknowledge with an email response once offer letters are received

Please feel free to contact us for any clarifications.

Happy New Year !!

S.No	First Name	Last Name	City	Country	DOB	Email	Mobile Number	Father's Name
1	Shailaja	S	Hyderabad	India	10/25/1995	shailajarao2@gmail.com	9491050959	L Srinivas rao
2	Hasitha	Thammareddy	Hyderabad	India	2/3/1996	hthammareddy@gmail.com	9533348787	T S S chowdary
3	Karishma	Bachhla	Hyderabad	India	2/15/1996	rajendraba8@yahoo.co.in	8341046288	B rajendra
4	Sai priya	Bantu	Hyderabad	India	3/23/1996	saipriyabantu1996@gmail.com	8374666367	B N Sudharshan
5	Mounika	Nagilla	Hyderabad	India	2/5/1996	ngllmounika@gmail.com	8019473460	N Srinivas
6	Divya	Jala	Hyderabad	India	12/1/1995	1jaladivya@gmail.com	9989349037	J Yadagiri
7	Navaneetha	Kandlakoya	Hyderabad	India	10/26/1995	navneetha1234@gmail.com	7680016066	K Laxman Rao
8	Manisha	Varma	Hyderabad	India	9/18/1995	tinu.laxman@gmail.com	7799658258	Pappu varma
9	Soumya	Chigurupalli	Hyderabad	India	6/10/1996	soumya.goud107@gmail.com	8801524925	Jagannatham
10	Udaya	Nikhila	Hyderabad	India	7/26/1996	udaya.nikhila26@gmail.com	9985222853	Ch Hemanth kumar
11	Preeti	Basbire	Hyderabad	India	3/8/1996	preetibasbire6991@gmail.com	7382549128	H basbire
12	KJPS Tejaswini	Sharma	Hyderabad	India	2/4/1995	kjpstejaswinisharma@gmail.com	9989476964	K V Suri Babu Vinod kumar Dadu
13	Manish	Dadu	Hyderabad	India	7/30/1995	manishdadu8@gmail.com	8125548153	Mohd Sabir
14	M A Rahman	Asadi	Hyderabad	India	8/21/1995	rahmanasadi64@gmail.com	9000389858	Ram chander
15	Dilip	Kumar	Hyderabad	India	11/14/1994	dilip9118@gmail.com	8801162051	Osman Md
16	Sahil	Mohd	Hyderabad	India	1/9/1996	chotuassy@gmail.com	8143701086	Narsing
17	Bhagath	Gajbinkar	Hyderabad	India	9/4/1995	gajbinkar.bhagath4@gmail.com	8686552332	Bankatlal pawar
18	Deepak	pawar	Hyderabad	India	8/14/1995	deepak14895@gmail.com	8885809122	Anand kumar
19	Pramod kumar	Sunki	Hyderabad	India	4/2/1995	tillupramod02@gmail.com	9700043992	Ajeet Jain
20	Chanchal	jain	Hyderabad	India	7/7/1996	chinky732@gmail.com	7416623365	K R Venkat Ram
21	Vijay	K V	Hyderabad	India	2/21/1995	vijaykv786@gmail.com	9052368260	G R Jat
22	Manju	Saharan	Hyderabad	India	5/2/1995	manjusaharan16@gmail.com	9948642452	Narsigh
23	Rathod	Akash	Hyderabad	India	6/20/1995	akashrathore141@gmail.com	8801673285	O M Sharan Sharma
24	Keerthi	Sharma	Hyderabad	India	7/20/1995	sharmakirti94@gmail.com	8125431912	Jeetharam choudhary
25	rakesh	choudhary	Hyderabad	India	8/4/1995	rakeshpawar048@gmail.com	9963836501	dhandapani
26	rupa	shree	Hyderabad	India	1/6/1996	rupa.dhandapani@gmail.com	9700210648	sharad kumar bohra
27	anjali.s,	bohra	Hyderabad	India	1/2/1996	anjali Jain474@gmail.com	9618569259	Saifuddin
28	sakina	Neemuchwala	Hyderabad	India	5/5/1995	sakina1995neemuch@gmail.com	9030989872	chandra shekar
29	dhanalakshmi	addagulla	Hyderabad	India	7/28/1996	dhanalaxmi287@gmail.com	7729827277	Mohammed
30	razia	lodhgar	Hyderabad	India	6/24/1994	razialodhgar@gmail.com	8712375453	Ajay chauhan
31	Naina	chauhan	Hyderabad	India	4/2/1995	nainachauhan78@yahoo.com	9533717479	P S bharath
32	Sri sowmya	Pusapati	Hyderabad	India	7/26/1996	srisowmya26@gmail.com	9908576428	B Satya sai babu
33	Uma Maheshwari	Bhyravabhatla	Hyderabad	India	5/25/1996	uma.bhirav@gmail.com	9291207236	J Y Rama sharma
34	Phani kashyap	Josyula	Hyderabad	India	8/19/1996	phanikashyap.j@gmail.com	9573447249	Chandrashekar
35	Vyshnavi	Ganganaboina	Hyderabad	India	2/22/1996	G.vyshnavi@yahoo.com	9966564864	P M Sahoo
36	Dibya Ranjani	mangraj	Hyderabad	India	7/15/1995	dibsranjani@gmail.com	8143346502	Md Hafeez
37	Abdul	Naseer	Hyderabad	India	9/23/1995	tenaseer@gmail.com	9959368993	G Rajendra Prasad
38	Sri pooja	Gubbala	Hyderabad	India	1/21/1996	sripooja.gubbala@gmail.com	9703509434	E Nagi Reddy
39	Praseeda	Enugu	Hyderabad	India	9/18/1995	prasu.vickey@gmail.com	8686957377	M Chiranjeevi
40	Sindhu	Mutturavala	Hyderabad	India	3/12/1996	msindhu1212@gmail.com	8686936682	Srinavasa rao
41	Lakshmi deepthi	P	Hyderabad	India	9/12/1995	lakshmiddeepthi600@gmail.com	8801038486	T C K Narayana
42	Om charan teja	T	Hyderabad	India	4/20/1996	omcharantej@gmail.com	9533852329	

Divya Gugan <divya.gugan@sutherlandglobal.com>

25/1/2016 18:51

NON VOICE OFFERED - SUTHERLAND GLOBAL SERVICES-Bhavan's Vivekananda Degree College.

To placementcell@bhavansvc.org Copy Campus Team – India <campusinitiatives.chennai@sutherlandglobal.com>

Dear Ms. Seema Ghosh,

Greetings from Sutherland Global Services!!! It was indeed a pleasure being in your institution for Campus Hiring . I'm here by mentioning the details of the vibrant minds who have cleared our Non Voice rounds of interviews & have been shortlisted as a "Consultant". Our Hearty Congratulations to the below Candidates,

S.no	Qualification	Candidate Name	Telephone No	Email ID	Date of Birth	Father's name	Campus
1	B.Sc	Aasritha Ganji	9493668530	vanish.hari7@gmail.com	12-Oct-95	Raghavulu Ganji	Bhavan's Vivekananda Degree College
2	B.Com-Hons	Manish Singh	7640000893	manishsingh0036@yahoo.in	4-Mar-94	Binay Kumar Sing	Bhavan's Vivekananda Degree College
3	B.Com	Chembeti Ravinder	9553219157	ravindu.chembeti@gmail.com	16-Oct-95	Ankamma Rao	Bhavan's Vivekananda Degree College
4	B.Ss-Statist	Gopikumar Navuluri	8686132005	gopikumar0225@gmail.com	11-Jun-95	Anjaiah	Bhavan's Vivekananda Degree College
5	B.Sc-MSCS	Valentina	8686107541	hanysteffing99@gmail.com	2-Nov-95	Louis Nada	Bhavan's Vivekananda Degree College

The Provisional offer letters for these Candidates would reach your Institution within the next few days.

Regards,

SUTHERLAND
GLOBAL SERVICES

Divya G Thiagarajan
HR- Campus Initiatives,
Chennai.
Mobile +91 9789876102.



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- image001.jpg (3 KB)
- image002.png (2 KB)

43	Anil	kumar	Hyderabad	India	2/27/1996	akanolkumar74166@gmail.com	7416617064	Thirupati
44	Jahangir	Md	Hyderabad	India	3/12/1995	jahangirarmaan619@gmail.com	8801023687	Kaleem
45	Sai Phani teja	Hari	Hyderabad	India	8/5/1996	saiphaniteja@gmail.com	8790491797	H A Prasad
46	Ganesh	Katroth	Hyderabad	India	12/26/1995	ganeshnayak953@gmail.com	8125040501	Sangya
47	Chandana	sampath kumar	Hyderabad	India	10/9/1995	gs.chandana9@gmail.com	8978379468	Sampath kumar
48	Karthika		Hyderabad	India	1/23/1995	molu.roxx@gmail.com	7032861802	Balakrishnan
49	Sindhuja	M V	Hyderabad	India	11/6/1995	mayya.sindhuja@gmail.com	9908109701	Venugopal rao
50	Narasimha Raju	Reddycharla	Hyderabad	India	5/31/1995	rnr827@yahoo.com	8686075220	R Ganapathi Raju
51	Anitha reddy	Ambati	Hyderabad	India	1/12/1995	reddy.ani8143@gmail.com	8121751251	A Veera reddy
52	Manisha	M	Hyderabad	India	7/16/1995	manisha7.me@gmail.com	9492863757	M K Hanumanth rao
53	Vasantha	Upputuri	Hyderabad	India	8/22/1995	upputurivasantha475@gmail.com	8179678156	U Kondaiah

Thanks & Regards,



Chandra Shekhar
Sr. Manager - HR
Campus Initiatives

Mobile +919566032427



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Divya Gagan <divya.gagan@sutherlandglobal.com>

26/11/2015 14:56

VOICE SELECTS - BHAVANS VIVEKANANDA DEGREE COLLGE

To placementcell@bhavansvc.org Copy Campus Team – India <campusinitatives.chennai@sutherlandglobal.com>

Dear Mahinder

Please find the below list with details of selected candidates from the voice assessment. We have sent the offer letter through courier, please acknowledge with a confirmation email on receiving the offer letters

First Name	Last Name	City	Country	DOB			Email	Mobile Number	Father's Name
				YYYY	MM	DD			
Manikanta	Pokala	Hyderabad	India	1995	11	6	manikanta.6pokala@gmail.com	9010450591	Mallesh Pokala
Prince		Hyderabad	India	1996	5	22	shukla.sk0505@gmail.com	8686858749	S.K.Shukla
Sharanya	D	Hyderabad	India	1995	7	25	sharanyadusa@gmail.com	8143051324	Chiranjeevi
Sai	Krupakar	Hyderabad	India	1995	11	26	saikrupakar9124@gmail.com	9949998884	K.Yesudas
Siddhardha	B	Hyderabad	India	1996	6	4	bangarusiddhardha@gmail.com	8712119893	Srinivas.B
kurmeti	kavya	Hyderabad	India	1995	11	20	sharmakr22@gmail.com	9100946369	K.R.Sharma
j srinath	reddy	Hyderabad	India	1995	10	18	jalasrinathreddy@gmail.com	7842534496	j sridhar reddy
Manasa	J	Hyderabad	India	1996	7	12	manasaminnie@gmail.com	8019077911	J.V.N.M.Sastry
bhargavi	tadipatri	Hyderabad	India	1993	9	12	tadipatribhargavi@yahoo.co.in	7032290080	t.muralidhar
vijayalaxmi	modugula	Hyderabad	India	1994	5	21	laxmivijaya216@gmail.com	8333861804	m.krishna
Monika	Dudani	Hyderabad	India	1987	9	5	monikadudani0@gmail.com	8374675129	Shankar lal Dudani
A.Ashitha	Devan	Hyderabad	India	1993	10	23	ashithadevan23@gmail.com	8143839323	V.Arun devan
Shruti	Krishna	Hyderabad	India	1993	12	18	shrtkrishna@gmail.com	9700627294	K.Krishna Rao
saikumar	madilam	Hyderabad	India	1992	12	2	madilam.sai@gmail.com	8125507407	m.krishna

Thanks & Regards
Divya. G. Thiyagarajan

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ChandraShekhar G3 <chandrashekhar.g@sutherlandglobal.com>

11/12/2015 18:14

Campus Invite - Bhavans Vivekananda Degree College!!!

To placementcell@bhavansvc.org Copy Campus Team - India <campusinitatives.chennai@sutherlandglobal.com>

Dear Mr. Mahinder,

Greetings from Sutherland Global Services!!!

We take this opportunity to introduce ourselves as one of the Global leaders in the Integrated BPO space. Headquartered in Rochester, N.Y., Sutherland was established in 1986 and is one of the world's largest independent Integrated BPO companies employing over 45,000 + professionals and has nearly 60 global delivery centers in the United States, Australia, Brazil, Bulgaria, Canada, China, Colombia, Egypt, Estonia, India, Jamaica, Malaysia, Mexico, Morocco, the Philippines, Slovakia, Sweden, the United Arab Emirates, and the United Kingdom. We provide our integrated BPO services to clients in industries including Technology, Telecommunications, Financial services, Insurance, Government, Travel, Retail, and Healthcare.

At Sutherland we recognize that one of our greatest strengths is our talented and diverse pool of professionals who are engaged with us. To augment our ever growing business requirements, we at Sutherland have always come up with a variety of Career Opportunities to the discerning candidates.

As per our telephonic conversation we would like to conduct a campus drive on the **18th Dec'15** at your esteemed institution.

Pre-requisite

Technical Support Consultants - Voice and Non voice
Graduates / Three year Diploma Holder
Basic knowledge in Hardware, Operating Systems and Networking;
Aptitude for troubleshooting Desktops / Palmtops / Laptops.....
Customer Service Consultants - Voice and Non Voice
Graduates / Diploma Holders with good customer service skills.

Excellent spoken and written English communication skills and willingness to work in shifts are essential pre-requisite for the job.

Work Location	Chennai/ Hyderabad/Cochin/Mumbai
Salary	1.85 L - 2.40 L (Fresher's)
Accommodation	15 days of free accommodation will be provided by Sutherland Global Services
Travel	One way 3 tier A/c train ticket will be provided for outstation candidates

Interview process

Presentation	A presentation on Sutherland Global Services - 40 to 45 mins
Non-voice Screening	Essay writing
Initial Screening	JD/ one on one conversation in batches of 20 - 25 students - approx 45 mins per batch
Communication Assessment	Telephonic interview for those who cleared initial screening - 10 to 15 mins per candidate
HR Interview	for candidates who cleared communication round - 7 to 10 mins per candidate

Following arrangements are required to ensure a smooth hiring process

1. **An auditorium with LCD Player** (For the Presentation)
2. **Classrooms** (For initial screening)
3. **Landline telephone** (For telephonic interview)
4. **Transportation amenities**

Thanks & Regards,

SUTHERLAND
GLOBAL SERVICES®

Chandra Shekhar
Sr. Manager - HR
Campus Initiatives

Mobile +919566032427



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- image001.png (20 KB)
- image002.jpg (3 KB)
- image003.png (40 KB)

Please find attached list of final selects for Tech Mahindra

CMRPlacement Cell
To undisclosed-recipients

29/12/2015 15:12 

▼  1 attachment View Open in browser Download 

Provisional select... Hyderabad.xls (56.8 KB)

Prashant Suryawanshi

to **Rajagopalan, Krishna, Seetaram, Tiwari**, me, Sandeep

Hello Mr. Sunil,

At the outset we thank you and your team for their active support extended during the campus drive conducted on 10th Dec 2015. Our thanks also goes to your energetic coordinators who were found to be obedient and dedicated. We wish them all good luck.

Please find attached list of final selects, who stand shortlisted for issuing Letter of Intent.

The final status of the drive is as given below: -

Total Appeared	Total Test Cleared	Total CCT Cleared	Total Tech Cleared	Total Selection	Selection % (again Appeared)
278	35	28	20	20	7.19%

Please acknowledge receipt of the list and share the same with all concerned at your end.

Regards

Prashant Suryawanshi

RMG-Campus Recruitment | Tech Mahindra Ltd

Sharda Centre, Erandwane, Off Karve Rd | Pune -411 004

Landline: +91 20 6601 8664

Provisional list list_JTA_CM, Hyderabad_10th Dec, 2015

Sr. No.	USER_ID	USER_NAME	Email ID
2	702TM0124	RATHOD AKASH	akashrathore141@gmail.com
8	702TM0147	SAI BALAJI PADAKANTI	saibalaji853@gmail.com
15	702TM0121	VALLAPU ARUN KUMAR	raj440495@gmail.com
17	703TM0142	PAVAN RAJAKUMAR GORTI	pavanrajakumar14@gmail.com
18	703TM0186	SUMANTHKUMAR	sumanthkumar7510@gmail.com
19	703TM0090	MAHENDRA RAO MURAM	mahendrahind1947@gmail.com
	Campus Recruiter Name	Grade	Signature
1	Sandeep Randive	U2	
2	Prashant Suryawanshi	U4	
	Tech Panel Name	Grade	Signature
1	Krishna Kumar Nadella	P2	
2	V SEETA RAM REDDY	P1	
3	ABHISHEK KUMAR TIWARI	P1	

Final selects for Community Operations Specialist @ Uber

25/1/2016 17:13 **Bhanu Chitturi**

To placementcell placementcell

Dear Seema,

We are pleased to announce that the following students have been selected for offers with Uber:

1. Sri Charan charan.sri1104@gmail.com
2. Anusha P
3. Abhishek Kumar
4. Lalitha Tadavarthy
5. Namami Mishra
6. Niharika Seelam

Please congratulate all the students on my behalf! :)

Regards,

Bhanu

9632304409

On Fri, Jan 8, 2016 at 4:05 PM, placementcell placementcell <placementcell@bhavansvc.org> wrote:

Dear Bhanu

Greetings from BVC.

Please share with us the compensation details offered to the students.

thanks and regards
Ms. Seema Ghosh.

> On January 7, 2016 at 10:51 AM Bhanu Chitturi <bteja@uber.com> wrote:

>

>

> Dear Ms Uma,

>

> Thank you for your time on the phone call a few minutes ago.

>

> About Uber:

>

> Please this: <https://www.uber.com/about>> and watch this: <https://vimeo.com/133602623>

>

> Happy to give you more information about us.

>

> As discussed, we are looking at hiring Community Support Representatives
> for our Hyderabad office.

>

> I have attached the Job Description of the role we'd like to open at
> Bhavans. This will be for Bachelors students from all streams.

>

> We would want the role to be open for applications to the entire batch
> (irrespective of how many offers they have had).

>

> Please share with me the tentative date of interviews. We have a
> pre-interview day process of shortlisting and that will include a written
> test. Can I expect this by morning tomorrow?

>

> You can reach out to me anytime at 9632304409.

>

> Thank you!

> Bhanu

Re: Uber - Bhavans possible recruitment alliance.**Bhanu Chitturi**

To placementcell placementcell

8/1/2016 17:10 

Dear Seema,

Comp will be 3,00,000/-. Commute, food will be taken care of.

Thanks!
BhanuOn Fri, Jan 8, 2016 at 4:05 PM, placementcell placementcell <placementcell@bhavansvc.org> wrote:

Dear Bhanu

Greetings from BVC.

Please share with us the compensation details offered to the students.

thanks and regards
Ms. Seema Ghosh.> On January 7, 2016 at 10:51 AM Bhanu Chitturi <bteja@uber.com> wrote:

>

>

> Dear Ms Uma,

>

> Thank you for your time on the phone call a few minutes ago.

>

> About Uber:

>

> Please this: <https://www.uber.com/about>> and watch this: <https://vimeo.com/133602623>

>

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>

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> (irrespective of how many offers they have had).

>

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> pre-interview day process of shortlisting and that will include a written
> test. Can I expect this by morning tomorrow?

>

> You can reach out to me anytime at 9632304409.

>

> Thank you!

> Bhanu

>

>

UNISYS



Inviting Applications for Service Desk Professionals Services Support Representative – 4A (Technical Support Associate)

What will you do at Unisys?

Your role and responsibilities will primarily involve resolving IT-related client issues via phone calls, emails, and chats, and gathering client information. You will make extensive use of Unisys provided help files to diagnose the issue, document the resolution process using a ticketing system, assign tickets to resolvers, and proactively collaborate to drive quick issue resolution.

What will my work day look like?

We work in a rotating 24*7 shift, and your shift may be during the day or night. Your work hours will be 10 hours a day, with 1 hour of break time. We work in a dynamic, multi-geography environment and you'll be expected to support multiple clients at the same time.

What are we looking for in an ideal candidate?

We're looking for dynamic individuals with excellent spoken English skills; average to above average computing skills with all types of computing devices, including laptops, desktops, printers, and mobile devices; and a demonstrated ability to work in diverse, multi-geography teams.

Where will I work?

This position is based out of Hyderabad.

What do we offer?

Unisys is a global IT company that solves complex IT challenges at the intersection of modern and mission critical. At Unisys, you will be able to:

- grow your career in the customer service domain and later across various technologies and industries
- develop world-class skills in customer service and resolution of technical issues
- benefit from competitive compensation and attractive, performance-based incentives
- avail medical benefits, paid time-off, night shift allowance, and transport facilities

Who can apply?

Graduates (B.Sc., BCA, B.Com, BBA, BBM, BA and Diploma) who are passionate, driven, and possess excellent communication skills.

Under graduates (10+2) and those with Masters degrees in non-technical streams are also welcome.



For more information, write to:
recruitindia@unisys.com



A rewarding career with Unisys Hyderabad awaits you - join us today!

www.unisys.com

Unisys Campus Hiring (Bhavans Vivekananda College) 7th December 2015

Ashish non Unisys Joseph

16/11/2015 13:17 

To placementcell@bhavansvc.org Copy Chaitanya Reddy, Anand Kumar Agarwal

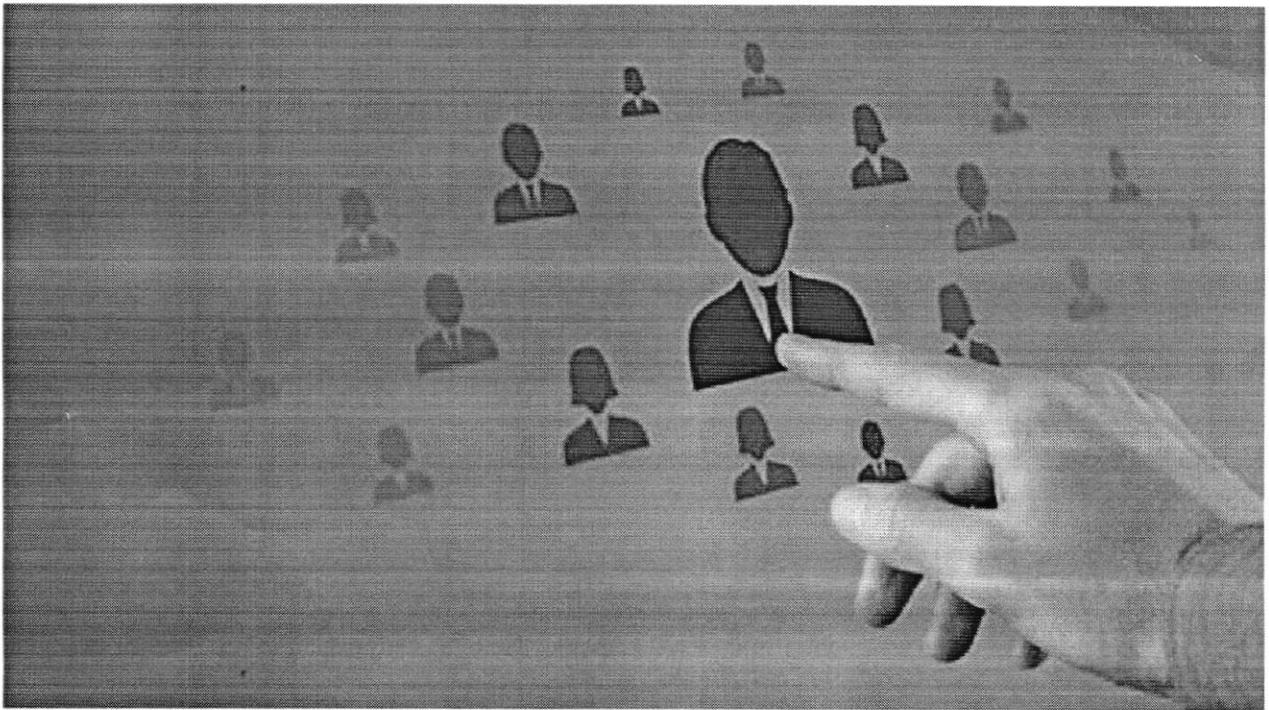
15 attachments View Download 

Job Description.pdf (1.6 MB) image001.png (6.1 KB) image002.jpg (18.6 KB) image003.jpg (5.1 KB)

image004.jpg (68 KB) image005.jpg (982 B) image006.jpg (998 B) image007.jpg (1 KB)

image008.jpg (1 KB) image009.jpg (1 KB) image010.jpg (1 KB) image011.jpg (1 KB) image012.jpg (1 KB)

image013.jpg (1.1 KB) image014.gif (3.4 KB)

UNISYSDear **Seema Ghosh**,

We are excited to collaborate with your esteemed institution and invite your students to participate in our campus placement event on **7-Dec-15, 10:00 AM** for students graduating the year **2016** and make it a success. The event will be conducted at **Bhavans Vivekananda College, Sainikpuri**.

You can go through the attached document for a brief overview of Unisys, a job description and eligibility criteria. Selected campus candidates will sign a service agreement with Unisys for 18 months from their date of joining. Any violation of this agreement will have to be indemnified by the campus candidate's parents/guardians.

Please send us a list of campus candidates who wish to participate in this event at the earliest so that we can plan logistics better. You can reach out to me should you require any more details or clarifications.

Regards,

Compensation & Benefits

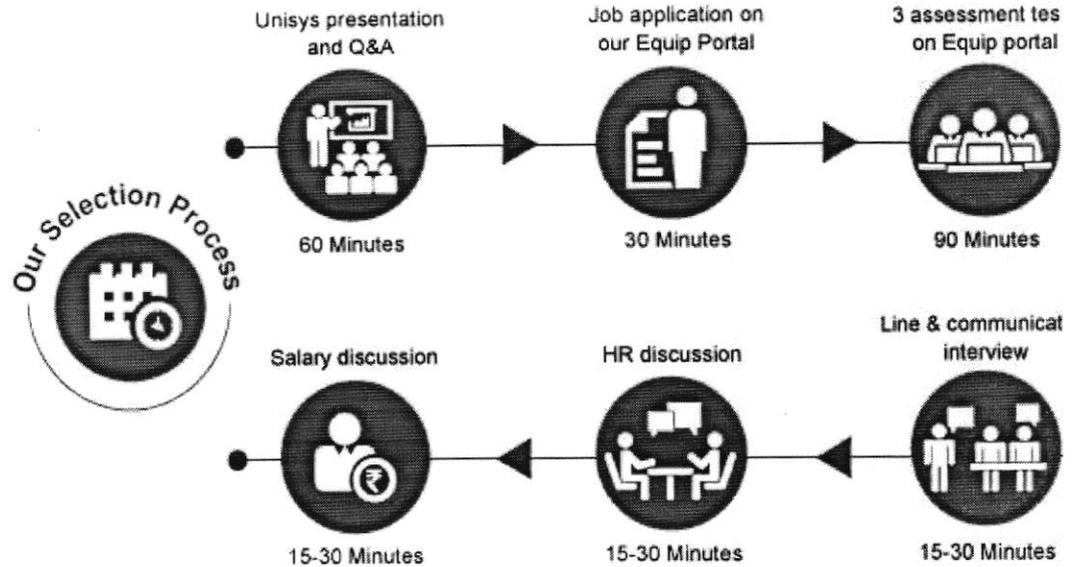


Fixed yearly salary (subject to taxes and statutory deductions) will be INR **2,15,596** per annum.

Performance based variable incentives up to INR **42** per annum.

- Night shift allowance up to INR **46,200** per annum.

We also provide transportation facilities, enrollment in Unisys Group Life Insurance Policy, enrollment for self and dependents in Unisys Medical Insurance plan, training and career development opportunities and a host of other benefits to all our employees.



The overall process takes 4-5 hours per campus candidate. There may be an additional 2 hours of waiting time per candidate.

Required Documents:

1. Printed copy of resume
2. Identification Card (at least one from the list below, please get all if you have multiple)
 - Passport (photocopy of all used pages, blank pages can be ignored)
 - PAN card (Please have the applicants apply for a PAN card if they don't have one already, this is mandatory for joining Unisys)
 - Driving license
 - Voter identification card
 - Aadhar card
3. Proof of residence (any one from the below list)
 - a) BSNL telephone bill
 - b) Electricity bill
 - c) Water bill
 - d) Lease/rental agreement
 - e) Ration card
 - f) Any of the IDs from the above list which has an address imprinted on it

Please furnish the required documents to enable us to complete the selection process and process provisional offer letters on the spot.

www.unisys.co.in





Regards,

Ashish Joseph

Recruitment Team

Unisys | 7th Floor - DLF Cyber City, APHB Colony, Gachibowli | Hyderabad – 500019 |

E-mail: ashish.joseph@in.unisys.com | Mobile : +91 9000536369



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RE: List of Selects - Bhavans Vivekananda College

Ashish non Unisys Joseph

20/1/2016 20:35

To placementcell@bhavansvc.org Copy Chaitanya Reddy

7 attachments View Download

Hi Seema,

I missed out on adding 2 names to the list. Please find the updated list of candidates who cleared the rounds of interview. Apologize for the inconvenience. Thanks.

S.No	Candidate Name	Contact Number	Email ID	Specialization
1	Parashuram Maganti	9700233355	magantiparashuram60@gmail.com	B.Com
2	Arjun Iyer	8125433450	arjun.crick@gmail.com	B.Sc
3	Ritu Singh	8801736756	ritusingh33321@gmail.com	BBA
4	A.Manisha	9581316046	manisha.manie@gmail.com	BBA
5	Y.Tarun Kumar	9700323972	taruntanil@gmail.com	B.Com
6	M.Nikhilesh	9000972739	nikhileshpillai04@gmail.com	B.Com
7	Alankrita Singh	8143628867	alankrita_2395@yahoo.com	B.Com
8	Singh Garima Kumari	9700685206	garimasingh44477@gmail.com	B.Com
9	B.Varnika Reddy	8686086120	bvarnika22@gmail.com	B.Com
10	Katroth Ganesh	8125040501	ganeshnayak953@gmail.com	B.Com
11	Kavya Kurmeti	9100946369	kkavya2095@gmail.com	B.Sc
12	Aditi Mukherjee	8106938238	aditi.mukherjee47@gmail.com	B.Sc

Regards,
Ashish Joseph

From: Joseph, Ashish non Unisys
Sent: Tuesday, January 19, 2016 5:04 PM
To: placementcell@bhavansvc.org
Cc: Reddy,Chaitanya <chaitanya.reddy@in.unisys.com>
Subject: List of Selects - Bhavans Vivekananda College

Dear Seema Ghosh,

Please find below the list of candidates who cleared all the rounds of interview, during the Campus Placement Event 2015-16 conducted at your college. Thanks.

S.No	Candidate Name	Contact Number	Email ID	Specialization
1	Parashuram Maganti	9700233355	magantiparashuram60@gmail.com	B.Com
2	Arjun Iyer	8125433450	arjun.crick@gmail.com	B.Sc
3	Ritu Singh	8801736756	ritusingh33321@gmail.com	BBA
4	A.Manisha	9581316046	manisha.manie@gmail.com	BBA
5	Y.Tarun Kumar	9700323972	taruntanil@gmail.com	B.Com
6	M.Nikhilesh	9000972739	nikhileshpillai04@gmail.com	B.Com

7	Alankrita Singh	8143628867	alankrita_2395@yahoo.com	B.Com
8	Singh Garima Kumari	9700685206	garimasingh44477@gmail.com	B.Com
9	B.Varnika Reddy	8686086120	bvarnika22@gmail.com	B.Com
10	Katroth Ganesh	8125040501	ganeshnayak953@gmail.com	B.Com

Regards,

Ashish Joseph
Recruitment Team

UNISYS

Unisys | 7th Floor - DLF Cyber City, APHB Colony, Gachibowli | Hyderabad – 500019 |

E-mail: ashish.joseph@in.unisys.com | Mobile : +91 9000536369

[in](#) [t](#) [g+](#) [o](#) [f](#) [e](#)

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RE: Virtusa - List of offered candidates

Mothy Raajan Usharani
To placementcell@bhavansvc.org

20/1/2016 19:24 

1 attachment View Open in browser Download

Hi,
Please find below the list of selects by Virtusa.

Serial Number	Name Of the Candidate	Email	Mobile No.
1	SHAIK ILIYAS	sheikhiliyas9492@gmail.com (mailto:sheikhiliyas9492@gmail.com)	8019687825
2	shabaz anwar	sahabazkhan6@gmail.com (mailto:sahabazkhan6@gmail.com)	7097872164
3	satish kumar mishra	satishmishra.sm1993@gmail.com (mailto:satishmishra.sm1993@gmail.com)	8125726491
4	C V N U TEJASWINI	udayatejaswini@gmail.com (mailto:udayatejaswini@gmail.com)	8019845369
5	K Sai Kumar	sai.kumark8125123@gmail.com (mailto:sai.kumark8125123@gmail.com)	8125123827
6	Md Abdul Mateen	abdulmateen0073786@gmail.com (mailto:abdulmateen0073786@gmail.com)	8801757800
7	karishma bachhla	karishma1520@gmail.com (mailto:karishma1520@gmail.com)	8341046288
8	Shalini goli	shalugoli123@gmail.com (mailto:shalugoli123@gmail.com)	9032474247
9	CHIRA SAI PRATIK	pratik.sai28@gmail.com (mailto:pratik.sai28@gmail.com)	8686385963
10	BARADI NITEESHKUMAR REDDY	nitheesh.bnln@gmail.com (mailto:nitheesh.bnln@gmail.com)	8985192963

Regards,
Mothy Raajan
Graduate Talent Program India(Team - GTP)
Extn - 85174



From: Mothy Raajan Usharani
Sent: Tuesday, January 19, 2016 2:51 PM

Virtusa Hiring Freshers

Mothy Raajan Usharani
To placementcell@bhavansvc.org

5/1/2016 12:32 

▶  1 attachment View Open in browser Download

Dear Placement officer,

Greetings and Good wishes!

About Virtusa - Virtusa Corporation (NASDAQ: VRTU) is a publicly-traded global information technology (IT) services company providing a broad range of IT services, including IT consulting, technology and outsourcing services. Our Service offerings span business and technology consulting, application services, systems integration, product engineering, custom software development, maintenance, re-engineering, quality assurance, independent testing services, and IT infrastructure services. Our campus recruitment season for FY16 has commenced and we would like to visit your prestigious institution/college on 18 Jan 2016. As discussed on call, sharing our eligibility criteria and other details.

- Eligibility criteria-

- B SC (CS / IT / MPCs) & BCA
- 60% throughout starting 10th
- No standing arrears
- Package - INR 204,000/- for 1st Year and INR 228,000/- for 2nd Year
- Service Agreement - Yes, for 2 Years
- Designation - Associate - QA / Associate – Technology
- Domain/Unit - Software Testing / IMS Awaiting

your response and looking forward to taking this association further.

Regards,

Mothy Raajan

Graduate Talent Program India(Team - GTP)

Extn - 85174



Date: February 05, 2016

To
Ms. Ashitha Devan
Bhavans Vivekananda College

Dear Ashitha,

Sub: Offer of appointment.

We are pleased to extend an offer to you as **Management Trainee** with the following terms and conditions.

Your annual fixed compensation is ₹3,50,000/ (Rupees three lakhs and fifty thousand only) effective from date of successful completion of your post-graduation. The breakup of your CTC is as given in Annexure A.

However, the structure of your compensation may be altered / changed from time to time in line with the compensation policy of the Company.

You will be on the management trainee program for a period of one (1) year. During the initial six (6) months, the employment can be terminated by the employer or the employee with one (1) month notice, without assigning any reason or gross salary in lieu thereof. On completion of the initial six (6) months and on successful completion of your appraisal you will be required to sign an employment bond for a period of 18 months thereof.

We would request you to join on or before **July 1, 2016**. In case you are joining earlier, please confirm the date through an email. Please note that this tenure between your actual date of joining and the commencement of the training program will not be considered for the computation of your Variable Performance Pay; while your initial six (6) months will be reckoned from the actual date of joining.

Your initial place of posting will be at **Hyderabad**. The Management reserves the right to transfer you to any of the offices of the company and to any of the associate companies of WaterHealth.

You are required to submit the following documents at the time of your joining: -

1. Copies of your Educational Certificates from 10th Standard upwards
2. 6 Photographs
3. Copy of Pan Card
4. Copy of Passport (If applicable)

* It is mandatory to submit these documents



WaterHealth India Private Limited

Regd Off. : # 9-7, Survey No.308/1, Nagaram, Keesara Mandal, Hyderabad Urban - 500 083, Telangana, India.

Tel : +91 40 6701 1709, Fax : +91 40 6701 1710. info@waterhealth.com. www.waterhealth.com,

CIN: U41000TG2005PTC072437

If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of this letter in token of your acceptance and arrange to report for duty on or before the date mentioned above, failing which this offer shall automatically stand cancelled without any further reference to you.

For any questions or clarifications regarding this offer, please contact HR at 040-67011723.

With best wishes and looking forward to a mutually fruitful association,

Thanking You

Best Regards,

For WaterHealth India Private Limited


Shubha Menon
Head - Talent Management

Acceptance:

I have gone through the aforesaid letter and have understood fully the contents and intent of the said letter and all the terms and conditions are fully satisfactory and acceptable to me and they are binding on me.

Signature: 

Name: A. ASHITHA DEVAN

Date: 7/4/2016

Location: HYDERABAD

WaterHealth India Private Limited

Regd Off. : # 9-7, Survey No.308/1, Nagaram, Keesara Mandal, Hyderabad Urban - 500 083, Telangana, India.

Tel : +91 40 6701 1709, Fax : +91 40 6701 1710. info@waterhealth.com. www.waterhealth.com. 2

CIN: U41000TG2005PTC072437

WaterHealth _ Selected Student @BHAVANS

Ganesh Adireddy18/1/2016 16:19 

To placementcell@bhavansvc.org Copy Ayn Myrtle Swapnika Wesley, Shubha Menon

▶  3 attachments View Download

Dear Mahendra

We sincerely thank you and the placement committee team for all the effort put in organizing the campus drive at BHAVANS for WaterHealth India. Below is the name of the student whom we would like to be a part of WaterHealth India as a Management Trainee.

1. Ashitha Devan
2. Pratibha Sahoo
3. Sk. Arshad
4. Edward Nirmala

Joining would be in the month of July 2016. The offer of appointment will be sent shortly.

Best Regards,**Ganesh Adireddy**

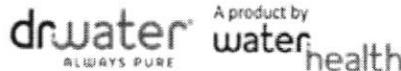
WaterHealth India

9-7, Survey No. 308/1, Nagaram, Keesara Mandal,

Hyderabad Urban - 500 083,

Telangana State, India

Tel: +91 40 6701 1723, Mob: +91 92950 29557

aganesh@waterhealth.com. www.waterhealth.com.

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FW: Campus Placement @WaterHealth _ Bhavansvc

Ganesh Adireddy

23/12/2015 15:02 

To placementcell@bhavansvc.org

▼  4 attachments View Download 

image001.png (1.6 KB) image002.png (15.4 KB) image004.png (13.9 KB) image005.png (13.9 KB)

Dear Dr. Mahendra

As discussed, I'm forward the same details about the role, compensation and company(below mail trail).

Request you to revert on this as soon as possible.

Best Regards,
Ganesh Adireddy

WaterHealth India
9-7, Survey No. 308/1, Nagaram, Keesara Mandal,
Hyderabad Urban - 500 083,
Telangana State, India
Tel: +91 40 6701 1723, Mob: +91 92950 29557
aganesh@waterhealth.com. www.waterhealth.com.



From: Ganesh Adireddy
Sent: Tuesday, December 22, 2015 10:54 AM
To: bhavanvc@yahoo.co.in
Cc: Shubha Menon <mshubha@waterhealth.com>
Subject: Campus Placement @WaterHealth _ Bhavansvc

Dear Placement Officer,
Greetings!!

It's a matter of great pleasure and privilege for us to connect with your esteemed institution to explore intake of students graduating (Humanities & Commerce) at the end of the current academic year i.e. during April 2016 . We would like to explore the option of visiting your campus and sharing the career opportunities @ WaterHealth India (WHIN) with the interested students community .

Here are the snapshots of our proposed approach plan in the enclosure. A detailed PPT will be presented to the interested students as a prelude to give them a hands on understanding of WaterHealth which will be followed by question -answer session from our team.

Criteria For Short listing Candidates:

1. Minimum 50% across (10th, 12th / Intermediate and Graduation)
2. No backlogs of completed semesters (Current Course)

Brief about role: The students will be hired as Management Trainees and will pursue 3-4 projects during the first year training. These projects are cross-functional projects. The project work can also be on field depending on the project objective. After the successful completion of one year, they will be assigned a role (based on project performance) and the Job Description will be shared by HR.

Bond: The trainees will be under bond for 18 months which would be effective after 6 months of their joining. The Process Details for your consideration.

Process for Selection (Students progress through the process of elimination to the next round):

- 1) **Aptitude test** (Need a computer aided room where the students can take the on line test simultaneously and the bandwidth must be supportive to enable this)
- 2) **Personal Interview** (a small room for interview . We can use the same room for the group discussion)

Compensation:

- a) Rs. 3,50,000 per annum (including Retirals) – for Post Graduate & Rs. 3,15,000 per annum(including retirals) for a Graduate
- b) Additionally, Medical Insurance and Gratuity
- c) Variable Performance Pay linked to individual and Company Performance

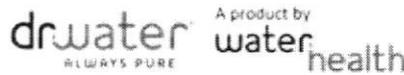
A short write up about WHIN is appended below : **We would like to introduce our organization “WaterHealth India”** (WHIN) which is part of WaterHealth International, an organization committed to the diagnosis and solution of contaminated water crises, worldwide. Headquartered in California, USA, WaterHealth International runs community water purification centers in over 500 locations worldwide, from Ghana to India, Nigeria etc. where the company has become hugely popular in its first foray into providing safe water to rural communities. WaterHealth India plays an important role in helping underserved rural/urban communities meet their water needs to live a healthier enriched life. In India we have operations in Andhra Pradesh, Gujarat, Karnataka and Tamilnadu. WHIN has set up state of the art water testing laboratory at Hyderabad and Vijayawada for testing water during various stages of purification.

Interested students can also visit our website : <http://www.waterhealth.com/>

Look forward to hearing from you at an earliest

**Best Regards,
Ganesh Adireddy**

WaterHealth India
9-7, Survey No. 308/1, Nagaram, Keesara Mandal,
Hyderabad Urban - 500 083,
Telangana State, India
Tel: +91 40 6701 1723, Mob: +91 92950 29557
gaganesh@waterhealth.com. www.waterhealth.com.



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March 14, 2016

Welcome to WiSTA

Wipro Software Technology Academy
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bangalore - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Mr. Samuelnehemiah Gollapalli
Lig -32, Apiic Colony,
Ecil Post,
Hyderabad-500062
Telangana

Dear **Samuelnehemiah Gollapalli,**

Sub: Enrolment letter to WiSTA as Student - Computer Applications

Welcome to Wipro Technologies!

With reference to your application with Wipro Technologies, it is our pleasure to enroll you as a Student - Computer Applications with the Wipro Software Technology Academy ("WiSTA")

The duration of the academic study would be 48 months. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WiSTA and have an enriching experience being a part of Wipro.

Please read through the terms and conditions mentioned in the Annexures.

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

Yours sincerely,
For **Wipro Limited,**

Rajeev Kumar
Global Head - Campus Hiring

Endorsement

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

Signature:

Date:



ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I -----, confirm that I am voluntarily sharing my Personal Information with Wipro Limited (“Wipro”) being a part of WiSTA of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- a. processing my application form including background verification checks;
- b. academic study related actions including record keeping, processing contingency loans , scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WiSTA.

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:

Date: __/__/__

Signature.....



ANNEXURE II

Terms & Conditions

1. PROFILE:

You are enrolled as Student - Computer Applications in the Wipro Software Technology Academy.

2. DURATION:

The duration of your academic study will be for a period of 48 months from the date of enrolment. Unless the Academy extends the period of your study in writing, which is done solely at the discretion of the WiSTA Academy, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Academy extends the academic period (in writing) you will continue to be enrolled as a Student - Computer Applications in the Wipro Software Technology Academy (WiSTA) of Wipro.

Scholarship and Benefits

During the WiSTA program you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, a life & medical insurance would include a cover for you, the premium / cost will be taken care of by Wipro.

1. Medical reimbursements are available towards domiciliary medical expenses of up to **Rs.15, 000/-** per annum under the Medical Assistance Plan (MAS).
2. Additional Hospitalization expenses of **Rs.10,000/-** per annum for expenses incurred in CBDT approved hospitals. More details on the policy are available on the People Practices Section in myWipro, the HR portal at Wipro
3. A Group Personal Accident Insurance (GPAI) Program of **Rs.12,00,000/-**. You could also get an extra coverage by an additional 50% for a nominal and highly negotiated premium. More details on the policy are available on People Practices Section in myWipro, the HR portal at Wipro.
4. Group Life Insurance Program of **Rs.14,00,000/-** is available for students. This makes it possible to also get an extra coverage by an additional 50% for a nominal and highly negotiated premium. More details on the policy are available on People Practices Section in myWipro, the HR portal at Wipro.

In addition to the above, students are also eligible to participate in a contributory medical insurance cover towards hospitalization and additional medical cover.

- a. A contributory mediclaim insurance program with reimbursements up to **Rs. 2,00,000/-** For any hospitalization claims beyond **Rs. 10,000/-** 10% of the claim amount would need to be borne by the students. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital. More details on the policy are available on People Practices Section in myWipro, the HR portal in Wipro.

If you wish to enhance the coverage, a top up cover option is also available wherein one can increase it by an additional coverage of **Rs. 1,00,000/-, Rs. 2,00,000/- & Rs. 300,000/-** for a highly negotiated premium. More details on the policy are available on People Practices Section in myWipro, the HR portal at Wipro.

Medical reimbursements of up to **Rs. 50,000/-** per annum under Medical Benefit Scheme (MBS) are available as well towards Specified Illnesses.



You will be provided with an individual Medclaim ID Cards, which will facilitate Cashless hospitalization. The below table shows the prescribed scholarship for various years during the **work integrated learning program**.

Period	Consolidated Scholarship (INR pm)
First year	13,500/- (*)
Second year	16,000/- (*)
Third year	19,000/-(*)
Fourth year	23,000/-(*)

(*)You shall be responsible for payment of all statutory contributions, taxes, dues and levies as required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 1.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of WiSTA subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of WiSTA, and is subject to satisfactory performance as prescribed in the **WiSTA portal**. In case your **on-the-job** / project performance at any stage is not found to be satisfactory, then you would be put on a performance improvement plan (PIP). Post PIP, if there is no improvement in **on-the-job** / project performance, WiSTA may at its sole discretion discontinue your enrolment in the WiSTA program.

Book Allowance:

A Book Allowance of INR 1,250/- will be paid per student per semester. This allowance will be paid every semester except the first and the eighth semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship at the beginning of the semester and you will not be required to provide any inputs from your end to obtain the allowance. The allowance will be subject to tax. Book allowance is applicable only when a student is registered for the semester.

Contingency Loan & Scholarship Advance:

You can avail a contingency loan and scholarship advance in case of any personal financial emergency.

Training Agreement:

- This letter of appointment is subject to your training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bangalore 560035 on or before joining Wipro.
- Training agreement in Wipro is for a total period of 4 years - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 45 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 12 months from the date of joining, the training expenses of **Rs. 75,000/-** will have to be reimbursed by you and if you discontinue the employment during the period of training before the completion of 4years from the date of joining, the training expenses of **Rs. 60,000/-** will have to be reimbursed by you.



- c. Project Readiness Program (PRP) is offered by Wipro - Talent Transformation Department to all campus and off-campus recruits. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the Work Integrated Learning Program. If you fail to achieve the PRP threshold/minimum score prescribed by Wipro you will not be enrolled into the WISTA program.

3. VERIFICATION REPORT:

Your enrolment is subject to the satisfactory verification of the particulars handed over by you as part of your application form and / or any information furnished at the time of interview.

4. OBLIGATIONS AND RESPONSIBILITIES:

- a. During the study period you will be governed by the WiSTA regulations and instructions as stated by the WiSTA, from time to time, in relation to conduct, discipline and other matters.
- b. During your study as part of WiSTA, WiSTA would expect you to undergo study in any area in which you are placed, with a high standard of initiative and efficiency. Your high commitment as a student in WiSTA would be a requirement.
- c. You would not be allowed to seek membership of any local or public body without the written approval from the Manager-Training of WiSTA
- d. You would not be allowed to pursue any other degree program (formal education) while you are pursuing your studies in WiSTA.**
- e. During the study period and thereafter , you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WiSTA or otherwise
- f. You are bound by all regulations, instructions and policies of WiSTA. These are updated / modified on a periodic basis and new policies may be introduced and notified to students from time to time and you will be bound to comply with the same.
- g. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your association with the Academy. This covenant shall endure during your association and beyond the cessation of your association with the Academy (irrespective of the circumstances of, or the reasons for, the cessation).
- h. In connection with your association with Wipro as part of the Work Integrated Learning Program and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.



During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of WiSTA / Wipro, such developments will be fully communicated to WiSTA and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

5. POSTING:

During the initial study period, initially you would be made familiar with Wipro Technologies (a division of Wipro Ltd), but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WiSTA classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

6. MISCONDUCT:

- a. In case you are charged with any misconduct or disciplinary issue during your study period, you may be liable to be suspended without payment of scholarship amount, for such period as WiSTA may deem fit. If the charges are proved against you may become liable for discontinuation of academic study and termination from enrolment, without notice or payment in lieu of notice notwithstanding any clause of this letter of enrolment and with no prejudice to Wipro's right to enforce the Training agreement.
- b. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, WiSTA shall have the right to terminate your academic study without any notice or payment in lieu thereof, if any declaration given or information furnished by you to WiSTA / Wipro is found to be false or if you are found to have willfully suppressed any material information.

7. TERMINATION:

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

8. STUDY HOURS:

As a Student - Computer Applications, you will be called upon to undergo studies during the hours and days as may be fixed by WiSTA from time to time. Normally, your "on the job training" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45 minutes lunch interval. You would be operating from any of the locations, as may be decided by WiSTA.

The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of WiSTA

9. LEAVE:

You are eligible to avail **15 days leave**. This fifteen days is applicable for the "on the job training" conducted on weekdays i.e. Monday through Friday. The approval of your supervisor shall be obtained before availing leave.

You will also be eligible for 5 days of sick leave to provide time off on medical grounds.



10. AFTER COMPLETION/TERMINATION OF ACADEMIC STUDY:

- a. On Completion/Termination of the academic study, you will immediately surrender to Wipro/ WiSTA all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- b. On successful completion of the study, you will be eligible to receive Masters Degree in Information Technology in recognition of your successfully completing the course. You are not eligible to receive any certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by WiSTA.
- c. Wipro reserves the right to offer employment at its sole discretion to a WiSTA student on successful and satisfactory completion of the academic study.

11. DATE OF COMMENCEMENT OF ACADEMIC STUDY:

In case if you accept the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day you report for undergoing study.



ANNEXURE III

“I will submit the mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the abovementioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro Technologies.”

Name:

Date: __/__/____

Signature:.....



ANNEXURE - IV

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus inductees to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the young Wiproites and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a 4-stage training program designed to address the basic learning needs of the fresh Wipro recruits.

Fundamental Readiness Program (FRP), the first layer of training runs for 2 weeks followed by Corporate Readiness Program (CRP), Technology Readiness Program (TRP) and Real Life Lab (RLL).

FRP

The FRP program consisting of two modules aims at raising the skill set of a B.Sc. / BCA / BCM graduate to a level that would be comparable to an engineering graduate. This program aims to teach the fundamental concepts of programming using C and Data Structures

To enable thorough understanding and know the learning pattern of the young Wiproite an assessment is administered post FRP training. The assessment is online and consists of 50 multiple choice questions. The duration of the assessment is one hour.

CRP

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

“**PINNACLE**” a behavioral skills building training program ensures that the fresh Wiproites start feeling at ease in the “corporate world”. This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

TRP

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

A training called “Software Engineering Practices (**SEP**)” exposes the **WiSTaites** to the software development life cycle with special emphasis on the software development practices of Wipro.



RLL

Before getting into projects, students work in a simulated project environment where they get to appreciate the nuances of working in teams, as well as understand Wipro's software engineering processes. This is a 2-week program focusing on a real life project where the students will apply their learning and experience in the software development life cycle.

Post TRP, students shall take up another online assessment. The online assessment consists of 100 multiple choice questions. The duration of the assessment is two hours. The overall PRP Performance computation gives 30% weight to FRP, 50% weight to TRP scores and 20% weight to RLL scores. In case a **WiSTAites** falls short of the required scores the faculty at talent transformation shall devote their time to mentoring and coaching the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the student to be able to clear a second round of assessments with flying colors.

Accommodation, Food & Other Miscellaneous Expenses

- a. For joining, you will be eligible for travel reimbursement for AC 2-Tier rail only, at actuals on providing relevant tickets. For a student with disability, airfare for self and one escort will be reimbursed at actuals on providing relevant tickets and approval mail from campus manager.
- b. You would be entitled for Rs. 400 per day for 8 days (total amount of Rs. 3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.
- c. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- d. You would not be eligible for accommodation at the Wipro guest houses.



MEDICAL CHECKUP

Date: March 14, 2016

Reference Number: 5515149

Dear **Samuelnehemiah Gollapalli**,

You are entitled to a Wipro sponsored medical checkup, which can be availed within a period of 3 months from your date of joining. The ICICI LOMBARD GIC Ltd team would support you with the clinic appointment and further queries that you may have in the procedure. Kindly expect a communication by the ICICI LOMBARD team in this regard. The mode of communication would be via email and phone call.

You can also contact them through below mentioned contact details :

SMS :- WIPROPRE on 575758 (Please note that this is a call back number, ICICI Lombard GIC Ltd executive will get in touch with you on the same day of the receipt of this SMS).

Email id - **ihealthcare@icicilombard.com**

Toll free: 1800 - 2666

Yours sincerely,
For **Wipro Limited**,

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

Rajeev Kumar
Global Head - Campus Hiring

Ref No: 5515149

Confidential

Registered. Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore – 560 035, India. Tel: 91-80-2844 0011, Fax: 91-80-2844 0054
Website: www.wipro.com, Email: info@wipro.com, CIN No. L32102KA1945PLC020800



March 14, 2016

Welcome to WiSTA

Wipro Software Technology Academy
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bangalore - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Ms. Thummala Varsha
Plot No. 120,
Chakripuram,
Hyderabad-500062
Telangana

Dear **Thummala Varsha,**

Sub: Enrolment letter to WiSTA as Student - Computer Applications

Welcome to Wipro Technologies!

With reference to your application with Wipro Technologies, it is our pleasure to enroll you as a Student - Computer Applications with the Wipro Software Technology Academy ("WiSTA")

The duration of the academic study would be 48 months. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WiSTA and have an enriching experience being a part of Wipro.

Please read through the terms and conditions mentioned in the Annexures.

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

Yours sincerely,
For **Wipro Limited,**

Rajeev Kumar
Global Head - Campus Hiring

Endorsement

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

Signature:

Date:



ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I -----, confirm that I am voluntarily sharing my Personal Information with Wipro Limited (“Wipro”) being a part of WiSTA of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- a. processing my application form including background verification checks;
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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:

Date: __/__/__

Signature.....



ANNEXURE II

Terms & Conditions

1. PROFILE:

You are enrolled as Student - Computer Applications in the Wipro Software Technology Academy.

2. DURATION:

The duration of your academic study will be for a period of 48 months from the date of enrolment. Unless the Academy extends the period of your study in writing, which is done solely at the discretion of the WiSTA Academy, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Academy extends the academic period (in writing) you will continue to be enrolled as a Student - Computer Applications in the Wipro Software Technology Academy (WiSTA) of Wipro.

Scholarship and Benefits

During the WiSTA program you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, a life & medical insurance would include a cover for you, the premium / cost will be taken care of by Wipro.

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3. A Group Personal Accident Insurance (GPAI) Program of **Rs.12,00,000/-**. You could also get an extra coverage by an additional 50% for a nominal and highly negotiated premium. More details on the policy are available on People Practices Section in myWipro, the HR portal at Wipro.
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In addition to the above, students are also eligible to participate in a contributory medical insurance cover towards hospitalization and additional medical cover.

- a. A contributory mediclaim insurance program with reimbursements up to **Rs. 2,00,000/-**
For any hospitalization claims beyond **Rs. 10,000/-** 10% of the claim amount would need to be borne by the students. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital. More details on the policy are available on People Practices Section in myWipro, the HR portal in Wipro.

If you wish to enhance the coverage, a top up cover option is also available wherein one can increase it by an additional coverage of **Rs. 1,00,000/-, Rs. 2,00,000/- & Rs. 300,000/-** for a highly negotiated premium. More details on the policy are available on People Practices Section in myWipro, the HR portal at Wipro.

Medical reimbursements of up to **Rs. 50,000/-** per annum under Medical Benefit Scheme (MBS) are available as well towards Specified Illnesses.



You will be provided with an individual Medclaim ID Cards, which will facilitate Cashless hospitalization. The below table shows the prescribed scholarship for various years during the **work integrated learning program**.

Period	Consolidated Scholarship (INR pm)
First year	13,500/- (*)
Second year	16,000/- (*)
Third year	19,000/-(*)
Fourth year	23,000/-(*)

(*)You shall be responsible for payment of all statutory contributions, taxes, dues and levies as required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 1.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of WiSTA subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of WiSTA, and is subject to satisfactory performance as prescribed in the **WiSTA portal**. In case your **on-the-job** / project performance at any stage is not found to be satisfactory, then you would be put on a performance improvement plan (PIP). Post PIP, if there is no improvement in **on-the-job** / project performance, WiSTA may at its sole discretion discontinue your enrolment in the WiSTA program.

Book Allowance:

A Book Allowance of INR 1,250/- will be paid per student per semester. This allowance will be paid every semester except the first and the eighth semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship at the beginning of the semester and you will not be required to provide any inputs from your end to obtain the allowance. The allowance will be subject to tax. Book allowance is applicable only when a student is registered for the semester.

Contingency Loan & Scholarship Advance:

You can avail a contingency loan and scholarship advance in case of any personal financial emergency.

Training Agreement:

- This letter of appointment is subject to your training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bangalore 560035 on or before joining Wipro.
- Training agreement in Wipro is for a total period of 4 years - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 45 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 12 months from the date of joining, the training expenses of **Rs. 75,000/-** will have to be reimbursed by you and if you discontinue the employment during the period of training before the completion of 4years from the date of joining, the training expenses of **Rs. 60,000/-** will have to be reimbursed by you.



- c. Project Readiness Program (PRP) is offered by Wipro - Talent Transformation Department to all campus and off-campus recruits. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the Work Integrated Learning Program. If you fail to achieve the PRP threshold/minimum score prescribed by Wipro you will not be enrolled into the WISTA program.

3. VERIFICATION REPORT:

Your enrolment is subject to the satisfactory verification of the particulars handed over by you as part of your application form and / or any information furnished at the time of interview.

4. OBLIGATIONS AND RESPONSIBILITIES:

- a. During the study period you will be governed by the WiSTA regulations and instructions as stated by the WiSTA, from time to time, in relation to conduct, discipline and other matters.
- b. During your study as part of WiSTA, WiSTA would expect you to undergo study in any area in which you are placed, with a high standard of initiative and efficiency. Your high commitment as a student in WiSTA would be a requirement.
- c. You would not be allowed to seek membership of any local or public body without the written approval from the Manager-Training of WiSTA
- d. You would not be allowed to pursue any other degree program (formal education) while you are pursuing your studies in WiSTA.**
- e. During the study period and thereafter , you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WiSTA or otherwise
- f. You are bound by all regulations, instructions and policies of WiSTA. These are updated / modified on a periodic basis and new policies may be introduced and notified to students from time to time and you will be bound to comply with the same.
- g. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your association with the Academy. This covenant shall endure during your association and beyond the cessation of your association with the Academy (irrespective of the circumstances of, or the reasons for, the cessation).
- h. In connection with your association with Wipro as part of the Work Integrated Learning Program and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.



During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of WiSTA / Wipro, such developments will be fully communicated to WiSTA and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

5. POSTING:

During the initial study period, initially you would be made familiar with Wipro Technologies (a division of Wipro Ltd), but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WiSTA classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

6. MISCONDUCT:

- a. In case you are charged with any misconduct or disciplinary issue during your study period, you may be liable to be suspended without payment of scholarship amount, for such period as WiSTA may deem fit. If the charges are proved against you may become liable for discontinuation of academic study and termination from enrolment, without notice or payment in lieu of notice notwithstanding any clause of this letter of enrolment and with no prejudice to Wipro's right to enforce the Training agreement.
- b. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, WiSTA shall have the right to terminate your academic study without any notice or payment in lieu thereof, if any declaration given or information furnished by you to WiSTA / Wipro is found to be false or if you are found to have willfully suppressed any material information.

7. TERMINATION:

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

8. STUDY HOURS:

As a Student - Computer Applications, you will be called upon to undergo studies during the hours and days as may be fixed by WiSTA from time to time. Normally, your "on the job training" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45 minutes lunch interval. You would be operating from any of the locations, as may be decided by WiSTA.

The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of WiSTA

9. LEAVE:

You are eligible to avail **15 days leave**. This fifteen days is applicable for the "on the job training" conducted on weekdays i.e. Monday through Friday. The approval of your supervisor shall be obtained before availing leave.

You will also be eligible for 5 days of sick leave to provide time off on medical grounds.



10. AFTER COMPLETION/TERMINATION OF ACADEMIC STUDY:

- a. On Completion/Termination of the academic study, you will immediately surrender to Wipro/ WiSTA all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- b. On successful completion of the study, you will be eligible to receive Masters Degree in Information Technology in recognition of your successfully completing the course. You are not eligible to receive any certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by WiSTA.
- c. Wipro reserves the right to offer employment at its sole discretion to a WiSTA student on successful and satisfactory completion of the academic study.

11. DATE OF COMMENCEMENT OF ACADEMIC STUDY:

In case if you accept the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day you report for undergoing study.



ANNEXURE III

“I will submit the mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the abovementioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro Technologies.”

Name:

Date: __/__/____

Signature:.....



ANNEXURE - IV

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus inductees to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the young Wiproites and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a 4-stage training program designed to address the basic learning needs of the fresh Wipro recruits.

Fundamental Readiness Program (FRP), the first layer of training runs for 2 weeks followed by Corporate Readiness Program (CRP), Technology Readiness Program (TRP) and Real Life Lab (RLL).

FRP

The FRP program consisting of two modules aims at raising the skill set of a B.Sc. / BCA / BCM graduate to a level that would be comparable to an engineering graduate. This program aims to teach the fundamental concepts of programming using C and Data Structures

To enable thorough understanding and know the learning pattern of the young Wiproite an assessment is administered post FRP training. The assessment is online and consists of 50 multiple choice questions. The duration of the assessment is one hour.

CRP

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

“**PINNACLE**” a behavioral skills building training program ensures that the fresh Wiproites start feeling at ease in the “corporate world”. This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

TRP

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

A training called “Software Engineering Practices (**SEP**)” exposes the **WiSTaites** to the software development life cycle with special emphasis on the software development practices of Wipro.



RLL

Before getting into projects, students work in a simulated project environment where they get to appreciate the nuances of working in teams, as well as understand Wipro's software engineering processes. This is a 2-week program focusing on a real life project where the students will apply their learning and experience in the software development life cycle.

Post TRP, students shall take up another online assessment. The online assessment consists of 100 multiple choice questions. The duration of the assessment is two hours. The overall PRP Performance computation gives 30% weight to FRP, 50% weight to TRP scores and 20% weight to RLL scores. In case a **WiSTAites** falls short of the required scores the faculty at talent transformation shall devote their time to mentoring and coaching the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the student to be able to clear a second round of assessments with flying colors.

Accommodation, Food & Other Miscellaneous Expenses

- a. For joining, you will be eligible for travel reimbursement for AC 2-Tier rail only, at actuals on providing relevant tickets. For a student with disability, airfare for self and one escort will be reimbursed at actuals on providing relevant tickets and approval mail from campus manager.
- b. You would be entitled for Rs. 400 per day for 8 days (total amount of Rs. 3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.
- c. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- d. You would not be eligible for accommodation at the Wipro guest houses.



MEDICAL CHECKUP

Date: March 14, 2016

Reference Number: 5516833

Dear **Thummala Varsha**,

You are entitled to a Wipro sponsored medical checkup, which can be availed within a period of 3 months from your date of joining. The ICICI LOMBARD GIC Ltd team would support you with the clinic appointment and further queries that you may have in the procedure. Kindly expect a communication by the ICICI LOMBARD team in this regard. The mode of communication would be via email and phone call.

You can also contact them through below mentioned contact details :

SMS :- WIPROPRE on 575758 (Please note that this is a call back number, ICICI Lombard GIC Ltd executive will get in touch with you on the same day of the receipt of this SMS).

Email id - **ihealthcare@icicilombard.com**

Toll free: 1800 - 2666

Yours sincerely,
For **Wipro Limited**,

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

Rajeev Kumar
Global Head - Campus Hiring

Ref No: 5516833

Confidential

Registered. Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore – 560 035, India. Tel: 91-80-2844 0011, Fax: 91-80-2844 0054
Website: www.wipro.com, Email: info@wipro.com, CIN No. L32102KA1945PLC020800



March 14, 2016

Welcome to WiSTA

Wipro Software Technology Academy
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bangalore - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Ms. K Vaishnavi
12-1-357/1,
Secunderabad,
Secunderabad-500017
Telangana

Dear **K Vaishnavi**,

Sub: Enrolment letter to WiSTA as Student - Computer Applications

Welcome to Wipro Technologies!

With reference to your application with Wipro Technologies, it is our pleasure to enroll you as a Student - Computer Applications with the Wipro Software Technology Academy ("WiSTA")

The duration of the academic study would be 48 months. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WiSTA and have an enriching experience being a part of Wipro.

Please read through the terms and conditions mentioned in the Annexures.

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

Yours sincerely,
For **Wipro Limited**,

Rajeev Kumar
Global Head - Campus Hiring

Endorsement

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

Signature:

Date:



ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I -----, confirm that I am voluntarily sharing my Personal Information with Wipro Limited (“Wipro”) being a part of WiSTA of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- a. processing my application form including background verification checks;
- b. academic study related actions including record keeping, processing contingency loans , scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WiSTA.

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:

Date: __/__/__

Signature.....



ANNEXURE II

Terms & Conditions

1. PROFILE:

You are enrolled as Student - Computer Applications in the Wipro Software Technology Academy.

2. DURATION:

The duration of your academic study will be for a period of 48 months from the date of enrolment. Unless the Academy extends the period of your study in writing, which is done solely at the discretion of the WiSTA Academy, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Academy extends the academic period (in writing) you will continue to be enrolled as a Student - Computer Applications in the Wipro Software Technology Academy (WiSTA) of Wipro.

Scholarship and Benefits

During the WiSTA program you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, a life & medical insurance would include a cover for you, the premium / cost will be taken care of by Wipro.

1. Medical reimbursements are available towards domiciliary medical expenses of up to **Rs.15, 000/-** per annum under the Medical Assistance Plan (MAS).
2. Additional Hospitalization expenses of **Rs.10,000/-** per annum for expenses incurred in CBDT approved hospitals. More details on the policy are available on the People Practices Section in myWipro, the HR portal at Wipro
3. A Group Personal Accident Insurance (GPAI) Program of **Rs.12,00,000/-**. You could also get an extra coverage by an additional 50% for a nominal and highly negotiated premium. More details on the policy are available on People Practices Section in myWipro, the HR portal at Wipro.
4. Group Life Insurance Program of **Rs.14,00,000/-** is available for students. This makes it possible to also get an extra coverage by an additional 50% for a nominal and highly negotiated premium. More details on the policy are available on People Practices Section in myWipro, the HR portal at Wipro.

In addition to the above, students are also eligible to participate in a contributory medical insurance cover towards hospitalization and additional medical cover.

- a. A contributory mediclaim insurance program with reimbursements up to **Rs. 2,00,000/-** For any hospitalization claims beyond **Rs. 10,000/-** 10% of the claim amount would need to be borne by the students. However, this does not apply if the hospitalization is in a Preferred Mediassist Network hospital. More details on the policy are available on People Practices Section in myWipro, the HR portal in Wipro.

If you wish to enhance the coverage, a top up cover option is also available wherein one can increase it by an additional coverage of **Rs. 1,00,000/-, Rs. 2,00,000/- & Rs. 300,000/-** for a highly negotiated premium. More details on the policy are available on People Practices Section in myWipro, the HR portal at Wipro.

Medical reimbursements of up to **Rs. 50,000/-** per annum under Medical Benefit Scheme (MBS) are available as well towards Specified Illnesses.



You will be provided with an individual Medclaim ID Cards, which will facilitate Cashless hospitalization. The below table shows the prescribed scholarship for various years during the **work integrated learning program**.

Period	Consolidated Scholarship (INR pm)
First year	13,500/- (*)
Second year	16,000/- (*)
Third year	19,000/-(*)
Fourth year	23,000/-(*)

(*)You shall be responsible for payment of all statutory contributions, taxes, dues and levies as required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 1.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of WiSTA subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of WiSTA, and is subject to satisfactory performance as prescribed in the **WiSTA portal**. In case your **on-the-job** / project performance at any stage is not found to be satisfactory, then you would be put on a performance improvement plan (PIP). Post PIP, if there is no improvement in **on-the-job** / project performance, WiSTA may at its sole discretion discontinue your enrolment in the WiSTA program.

Book Allowance:

A Book Allowance of INR 1,250/- will be paid per student per semester. This allowance will be paid every semester except the first and the eighth semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship at the beginning of the semester and you will not be required to provide any inputs from your end to obtain the allowance. The allowance will be subject to tax. Book allowance is applicable only when a student is registered for the semester.

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- Training agreement in Wipro is for a total period of 4 years - for developing your skills and knowledge. Technical Class Room training will be for a period of 3 months and practical experience and training will be for the next 45 months. The Training period is deemed to be completed after completion of the Class Room and practical trainings. The company invests on your behalf for the cost of the training. Should you discontinue the employment during the period of training before the completion of 12 months from the date of joining, the training expenses of **Rs. 75,000/-** will have to be reimbursed by you and if you discontinue the employment during the period of training before the completion of 4years from the date of joining, the training expenses of **Rs. 60,000/-** will have to be reimbursed by you.



- c. Project Readiness Program (PRP) is offered by Wipro - Talent Transformation Department to all campus and off-campus recruits. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the Work Integrated Learning Program. If you fail to achieve the PRP threshold/minimum score prescribed by Wipro you will not be enrolled into the WISTA program.

3. VERIFICATION REPORT:

Your enrolment is subject to the satisfactory verification of the particulars handed over by you as part of your application form and / or any information furnished at the time of interview.

4. OBLIGATIONS AND RESPONSIBILITIES:

- a. During the study period you will be governed by the WiSTA regulations and instructions as stated by the WiSTA, from time to time, in relation to conduct, discipline and other matters.
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- d. You would not be allowed to pursue any other degree program (formal education) while you are pursuing your studies in WiSTA.**
- e. During the study period and thereafter , you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WiSTA or otherwise
- f. You are bound by all regulations, instructions and policies of WiSTA. These are updated / modified on a periodic basis and new policies may be introduced and notified to students from time to time and you will be bound to comply with the same.
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- h. In connection with your association with Wipro as part of the Work Integrated Learning Program and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.



During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of WiSTA / Wipro, such developments will be fully communicated to WiSTA and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

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- c. Wipro reserves the right to offer employment at its sole discretion to a WiSTA student on successful and satisfactory completion of the academic study.

11. DATE OF COMMENCEMENT OF ACADEMIC STUDY:

In case if you accept the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day you report for undergoing study.



ANNEXURE III

“I will submit the mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the abovementioned documents or in case of any discrepancy, I shall be liable for termination of my employment with Wipro Technologies.”

Name:

Date: __/__/____

Signature:.....



ANNEXURE - IV

INITIAL INDUCTION PROGRAM

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Fundamental Readiness Program (FRP), the first layer of training runs for 2 weeks followed by Corporate Readiness Program (CRP), Technology Readiness Program (TRP) and Real Life Lab (RLL).

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RLL

Before getting into projects, students work in a simulated project environment where they get to appreciate the nuances of working in teams, as well as understand Wipro's software engineering processes. This is a 2-week program focusing on a real life project where the students will apply their learning and experience in the software development life cycle.

Post TRP, students shall take up another online assessment. The online assessment consists of 100 multiple choice questions. The duration of the assessment is two hours. The overall PRP Performance computation gives 30% weight to FRP, 50% weight to TRP scores and 20% weight to RLL scores. In case a **WiSTAites** falls short of the required scores the faculty at talent transformation shall devote their time to mentoring and coaching the student. This is done to ensure enriched knowledge and improved understanding of the topic. All the efforts made in this direction are meant for the student to be able to clear a second round of assessments with flying colors.

Accommodation, Food & Other Miscellaneous Expenses

- a. For joining, you will be eligible for travel reimbursement for AC 2-Tier rail only, at actuals on providing relevant tickets. For a student with disability, airfare for self and one escort will be reimbursed at actuals on providing relevant tickets and approval mail from campus manager.
- b. You would be entitled for Rs. 400 per day for 8 days (total amount of Rs. 3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount and you would not need to submit bills towards usage of this amount.
- c. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- d. You would not be eligible for accommodation at the Wipro guest houses.



MEDICAL CHECKUP

Date: March 14, 2016

Reference Number: 5513865

Dear **K Vaishnavi**,

You are entitled to a Wipro sponsored medical checkup, which can be availed within a period of 3 months from your date of joining. The ICICI LOMBARD GIC Ltd team would support you with the clinic appointment and further queries that you may have in the procedure. Kindly expect a communication by the ICICI LOMBARD team in this regard. The mode of communication would be via email and phone call.

You can also contact them through below mentioned contact details :

SMS :- WIPROPRE on 575758 (Please note that this is a call back number, ICICI Lombard GIC Ltd executive will get in touch with you on the same day of the receipt of this SMS).

Email id - **ihealthcare@icicilombard.com**

Toll free: 1800 - 2666

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Rajeev Kumar", is written over a horizontal line.

Rajeev Kumar
Global Head - Campus Hiring

Ref No: 5513865

Confidential

Registered. Office: Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore – 560 035, India. Tel: 91-80-2844 0011, Fax: 91-80-2844 0054
Website: www.wipro.com, Email: info@wipro.com, CIN No. L32102KA1945PLC020800

All Offer's are subject to successful audit verification

WIPRO LTD - SELECTION LIST - WASE/WISTA/GIS

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WASE

WASE (Wipro Academy of Software Excellence) is a unique program launched by Wipro in 1995. It offers BCA & B.Sc.(CS) students a chance to pursue higher education – M.Tech in Software Engineering in collaboration with Birla Institute of Technology & Science (BITS), Pilani (Rajasthan, India).

With these programs, students gain industry exposure and real-time practical knowledge on live projects during the weekdays, thereby developing their technical skills in the ever-evolving IT world. Both WASE & WiSTA impart the best training for soft skills and provides project experience along with a monthly stipend, which increases every year.

WiSTA

The WiSTA (Wipro Software Technology Academy) is a program launched by Wipro in 2011, in partnership with the prestigious VIT University, Vellore. The program offers B.Sc. and B.Com(CA) students to attain a M.Tech degree in Information Technology from the University.

Semester Details

- 48-month course divided into 8 semesters
- 4 courses per semester
- Contact classes for 16 weeks conducted by respective universities
- 4 sessions over the weekend
2 hours per session



Monthly Stipend

First Academic Year – 13,500/-
Second Academic Year – 16,000/-

Third Academic Year – 19,000/-
Fourth Academic Year – 23,000/-



Selection Process



Online Registration



Group Discussion



Aptitude Test

HR Interview



Written Communication Test (Online)



Eligible Stream

BCA

B.Sc. All branches

B.Com(CA)

Excluded Branches as below

- » Nursing & Medical Related
- » Food Technology
- » Polymer Chemistry
- » Apparel & Fashion Technology
- » Agriculture
- » Costume & Interior Design



Designation: Student – Computer Applications



Year of Completion: 2016