



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  
2018-2019

*Submitted to*

**National Assessment and Accreditation Council**



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

**Career Guidance and Placement Cell  
Annual Report – 2018-19**

Bhavan's Vivekananda College of Science, Humanities and Commerce is known for its academic excellence and all round development of the student. It is one of the sought after institution for reputed companies to meet their campus hiring. Career Guidance and Placement Cell (CGPC) acts as a facilitator for campus hiring activities and provides assistance to recruiters and students in all placement related activities.

The CPGC is headed by the Principal, Prof Y Ashok. The CGPC coordinator is Dr. Seema Ghosh. All the activities of the CGPC are led by coordinator 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 the 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, career guidance lectures were organized.

The college is a registered member of Telangana Academy for Skill and Knowledge (TASK), Department of ITE & C, Government of Telangana.

The College has MOUs with EY, CII –Yuva Programme and Amazon WFU program.

**Highlights of WFU Program**

- ✓ Providing opportunity to the students to earn while they learn and prepare better for future
- ✓ Saves travel time as students work out of the college.
- ✓ Timings of the internship - 3:00pm to 7:00pm
- ✓ MOU with Amazon
- ✓ A total of 81 students have been selected for WFU program.
- ✓ Internship program will be in the college premises.

**CGPC Details**

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## CGPC Annual Report 2018-19

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Email: [placementcellbvc@gmail.com](mailto:placementcellbvc@gmail.com)  
[placementcell@bhavansvc.org](mailto:placementcell@bhavansvc.org)

Dr. 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. Dr. Seema Ghosh, CGPC Coordinator
2. Dr. M V S Mahendra, MBA Incharge
3. Dr. Uma Jayender, Member
4. Mrs. Sreedevi, Member
5. Mr. Ramakrishna, Member
6. Mr. Mahesh , Member
7. Mrs. Vanitha, Member
8. Mrs. Krishna Veni, Member
9. Mrs. V Ashwini, Member
10. Mrs. Rajeshwari, Member
11. Dr. Suresh Y, Member
12. Mr. Narsingh, Member
13. Ms. Pushapalatha, Member

### Student Volunteers

1. Mr. Yash Agrawal, MBA II Year
2. Mr. Karan Ksheersagar, MBA II Year
3. Ms. Sivasindhura, MBA II Year
4. Ms. Navyasree, MBA II Year
5. Mr. Praveen, MBA II Year

### Programs Conducted by CGPC

S.No	Date	Name of the Activity	Agency involved/Resource Person	Targeted Audience
1	25.06.2018 to 27.06.2018 and 10.07.2018	Placement Eligibility Test (PET)	Mr. Venkateswar Rao K, CRT elitmus, AMCAT Training Institute of	All UG and PG Final Year Students

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			Life Leadership	
2	28.06.2018	Lecture on "Aptitude Vs Attitude"	Create U	All UG and PG Final Year Students
3	16.07.2018 to 28.07.2018	CRT Classes (36 hours program)	Create U	All UG and PG Final Year Students
4	08.08.2018 to 10.08.2018	Resume Writing workshop	Dr. Navnita Lahiri	All UG and PG Final Year Students
5	24.09.2018	Launch event of Work From University Program (WFU)	AMAZON	All UG Students
6	15.11.2018 & 16.11.2018	SEAL Karvy Workshop	KARVY	MBA Final Students
7	28.11.2018	A Talk on Management Education as a Career	Formskart	B.Com and BBA Final Year Students
8	29.11.2018	A Talk on Digital Disruption – Future of Consulting	EY	All UG Students
9	04.12.2018	Informative session on "Young Leader Program"	ISB	All UG second and Final year Students
10	19.12.2018	Talk on Career Opportunities after Graduation	Mr. A Balaji, Consultant	All UG second and Final year Students
11	19.01.2019	Career Opportunities in Civil Services	Mr. Naresh Kumar Manne, Indian Accounts and Audit Services	All UG second and Final year Students
12	19.01.2019	EY Scholarship Season 5 Connect Program	EY	B.Com Second Year Students
13	23.01.2019	Higher Education in France – Choose France Tour	French Embassy	All Final Year Students
14	16.02.2019	Voice 4 Girls Connect Program	Voice 4 Girls	All Second Year Students



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15	21.02.2019	Informative Session on "Career in Armed Forces"	Col. V N Nair	All UG Final Year Students
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### Campus Industry Connect Programs

Sino	Date	Name of the Program	Organizing Agency	Faculty Attended
1	6 <sup>th</sup> July 2018	Campus Anchor Program	EY Chennai	Dr. Seema Ghosh Dr. M V S Mahendra
2	16 <sup>th</sup> November 2018	Empowered Educators – Leadership Development Program	Deloitte	Dr. K Sreelatha Reddy Dr. N S Chakravarthy
3	15 <sup>th</sup> February 2019	Tax Campus Connect Event	Deloitte	Dr. Seema Ghosh Dr. M V S Mahendra

### CII Young India Events and Programs for CII Yuva Registered Students

S.No	Date	Name of the Event	Venue
1	9 <sup>th</sup> July 2018	Panel Discussion with Eminent CEOs Suresh Chitturi, Vice Chairman and MD of Srinivasa Farms Rajiv Chilaka, Founder of Green Gold Animation.	Hotel Westin
2	18 <sup>th</sup> September 2018	Youth & Truth by Sadguru Jaggi Vasudev	Nalsar University
3	22 <sup>nd</sup> September 2018	Power of an idea to making of a billion dollar company by Dr. A. Velumani, MD, THYRO CARE	Taj Deccan, Banjara Hills.
4.	29 <sup>th</sup> November 2018	A session on Are You A Best Employer by Mallikarjun N, Senior Vice President HR, MYLAN	ITC Kakatiya

## CGPC Annual Report 2018-19

		Laboratories IVS Ranganath, Head HR, Shriram Bioseed Ltd. Geeta Goti, Independent Director, NSIC	
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### Campus Selects 2018-19

S.No	Name of the Company	Profile	Program Graduated From	Number of students placed
1	ADP	Associate - Payroll	BBA, BA, B.Com and B.Sc (Life Sciences)	12
2	AIR world wide	Data Services Analyst	B.Sc (Physical Science)and BCA	3
3	Amazon	Customer Support	All undergraduate courses	38
4	Broadridge	Process Analyst	All undergraduate courses	11
5	Cognizant	Programmer Trainee	B.Sc (Physical Science)and BCA	19
6	Deloitte	Tax	MBA	14
7	Deloitte	Engagement Controller Practice	B.Com and BBA	11
8	Deloitte	Associate Analyst	B.Sc (Physical Science)and BCA	6
9	Deloitte (R &RA)	Risk	MBA	1
10	Energy Tech Global	Operations	Bcom , BBA and B.Sc (Physical Science)	5
11	EY	Internal Audit	Bcom and BBA	5
12	FactSet	Reasearch Analyst	MBA , Mcom, Bcom, BBA	40
13	Factset	Cilent Solution Advisor	MBA , Mcom, Bcom, BBA	3
14	Franklin Templeton	Mutual Funds	MBA and Mcom	8
15	GKB Lab	Associate Software Engineer	MSc Computer Science	1
16	Hinduja Global Solutions (HGS)	Trainee Consultant-Health Care	All undergraduate courses	17
17	IKS	Revenue Cycle Officer	All undergraduate courses	4



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18	ITC (off Campus)	Marketing	MBA	2
19	Karvy	Equity Advisor	MBA and MCom	2
20	Regaliax	Associate Consultant	All undergraduate courses	17
21	Reventics	AR Associate	All undergraduate courses	22
22	Ryan	Tax	MBA and MCom	8
23	S&P Global	Data Researcher	B.Sc (Physical Science)and BCA	4
24	S&P Global	Finance Researcher	MBA	2
25	SAP	Scholar Program	B.Sc (Physical Science)and BCA	1
26	State Street	Financial Associate	Bcom and BBA	27
27	Sutherland	Technical Support Consultant	All undergraduate courses	30
28	Tech Mahindra	Associate - Technical Support	All undergraduate courses	10
29	UBER	Operations	All undergraduate courses	6
30	United Online	Financial Analyst	MBA	2
31	United Online	CRM Associates	B.Sc	1
31	Wipro (Step UP)	Financial Analysts	BCom	2
	Total			334

### Internship Selects

S.No	Name of the Company	Profile	Number of students placed
1	Deloitte	Tax	6
2	Amazon –WFU	Customer Service	81
3	Voice 4 Girls		43
4	Cyient	Human Resource Trainee	1
5	CoMake IT	Human Resource Trainee	1
6	Agiles Quadinc	HR Trainee	2

### Compensation Details

Mean Salary	INR 3,05,760
Median Salary	INR 2,84,000

## CGPC Annual Report 2018-19

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Mode Salary	INR 2,50,000
Minimum Salary	INR 1,36,472
Maximum Salary	INR 6,00,000

**Table showing the information of Stream and gender wise campus selects – 2018-19**

<b>COURSE</b>	<b>Female</b>	<b>Male</b>	<b>Grand Total</b>
B.Com (Computers) III Year	23	18	41
B.Com (Honors) III Year	27	28	55
B.Com (Regulars) III Year	17	19	36
B.Sc (BTGC) III Year	2	1	3
B.Sc (MBIC) III Year	12		12
B.Sc (MECS) III Year	12	21	33
B.Sc (MGC) III Year	2		2
B.Sc (MPCS) III Year	9	7	16
B.Sc (MSCS) III Year	13	17	30
BA III Year	2	-	2
BBA III Year	11	7	18
BCA III Year	7	7	14
M.Com II Year	4	2	6
M.Sc (Computers) II Year	-	1	1
MBA II Year	36	29	65
<b>Grand Total</b>	<b>177</b>	<b>157</b>	<b>334</b>



## CGPC Annual Report 2018-19

Row Labels	B.Com (Computers) III Year	B.Com (Honors) III Year	B.Com (Regul ars) III Year	B.Sc (BTG C) III Year	B.Sc (MBC) III Year	B.Sc (MECS) III Year	B.Sc (MGC) III Year	B.Sc (MPCS) III Year	B.Sc (MSCS) III Year	BA III Year	BBA III Year	BC A III Year	M.Com II Year	M.Sc (Computers) II Year	MBA II Year	Grand Total
ADP	4	2	2		2			1	1							12
AIR Worldwide									3							3
Amazon	1	3	6	1	2	3		3	4		3					26
Amazon campus Drive		2	2		1	2			1		1	3				12
Broadridge	4		4												3	11
Cognizant						6		2	6			4				18
Cognizant						1										1
Deloitte (R &RA)															1	1
Deloitte(Associate Analyst)								1	3			2				6
Deloitte(Engagement Controller practice)		9	1								1					11
Deloitte(TAX)															13	13
Deloitte(TAX)															1	1
EnergyTech Global	3	1				1										5
EY		5														5

## CGPC Annual Report 2018-19

Factset Client Solution Advisor															3	3
Factset RA	8	7	1								1		1		22	40
Franklin Templeton													1		7	8
GKB labs														1		1
HGS	2		2	1	2	2	1	1	2	1	3					17
IKS	1	1	1		1											4
ITC															2	2
Karvy															2	2
Regalix	1	8	4		1			1			1	1				17
Reventics	2	1	3			8		3	2	1	2					22
Ryan															8	8
S&P						1		1	1				1			4
S&P Global PG														1	1	2
SAP						1										1
State Street	5	11	6									2		3		27
Sutherland	7	2	3	1		6		1	1							21
Sutherland Technical	1	1	1			2			1		2	1				9



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Tech Mahindra	2				2		1		2		1	2				10
Uber					1			2	2		1					6
United Online CRM									1							1
United Online															2	2
Wipro Step up		2														2
<b>Grand Total</b>	<b>41</b>	<b>55</b>	<b>36</b>	<b>3</b>	<b>12</b>	<b>33</b>	<b>2</b>	<b>16</b>	<b>30</b>	<b>2</b>	<b>18</b>	<b>14</b>	<b>6</b>	<b>1</b>	<b>65</b>	<b>334</b>

Table showing summary of campus selects 2014 to 2019

Sl.No	Company	2014-15	2015-16	2016-17	2017-18	2018-19
1	ADP	13	7	8	19	12
2	AGS	-	-	34	-	-
3	AIR - World Wide	-	-	-	-	3
4	AMAZON	20	19	44	47	38
5	Asian paints	-	1	-	-	-
6	AXIS	-	-	1	-	-
7	Berkedia	-	4	-	-	-
8	Biological E	-	2	-	-	-
9	Broadridge	-	-	-	-	11
10	Cap Gemini	-	-	-	3	-
11	S & P (CAPITAL IQ)	-	1	-	3	6
12	COGNIZANT	57	9	-	36	19
13	DELOITTE	17	24	30	30	32
14	Directi	-	5	-	-	-
15	Dupont	7	-	-	-	-
16	E & Y	2	3	4	3	5
17	Energy Tech Global	-	-	-	-	5
18	FACE BOOK	1	-	-	-	-
19	FACTSET	40	59	42	37	43
20	FRANKLIN TEMPLETON	14	25	38	23	8
21	FTD Ltd.	-	1	-	-	-
22	GENPACT	36	37	25	28	-
23	GKB labs	-	-	-	-	1
24	GODREJ	1	-	-	-	-
25	Goldman Sachs	4	9	-	-	-
26	HGS (EBOS)	10	6	-	-	17
27	IKS	-	-	-	15	4
28	ICICI SEC	7	2	1	1	-
29	Infoedge	1	-	-	-	-
30	Infosys	33	-	27	19	-
31	ITC	-	-	-	-	2
32	Karvy Ltd	-	-	-	11	2



## CGPC Annual Report 2018-19

33	KPMG	5	2	3	-	-
34	Micro Excel	-	-	-	1	-
35	Pepsico	-	-	-	3	-
36	Raam Group	-	-	-	1	-
37	Regaliax	-	-	-	11	17
38	Revenatics	-	-	-	8	22
39	RYAN	-	-	14	8	8
40	SAP	1	-	1	-	1
41	State Street	-	-	-	30	27
42	Sutherlands Global Services	26	75	134	45	30
43	Teach for India	-	-	-	1	-
44	TCS			11	-	-
45	Tech Mahindra	-	6	-	-	10
46	UBER	-	6	7	-	6
47	Unisys	-	12	8	-	-
48	UNITED ONLINE	-	-	-	-	3
49	VIRTUSA	3	10	-	-	-
50	We Make Scholars	-	-	-	3	-
51	Water Health	-	4	-	9	-
52	WIPRO	94	80	36	5	2
	<b>Total</b>	<b>392</b>	<b>409</b>	<b>468</b>	<b>400</b>	<b>334</b>

*Deena Ghosh*

*2-A*



PUSHPALATHA POOSA &lt;pusmadhas@gmail.com&gt;

## Fwd: WFU Conversion List- Bhavans Degree College

1 message

**Bhavans Placements** <placementcellbvc@gmail.com>  
To: pusmadhas@gmail.com

Fri, Feb 8, 2019 at 3:32 PM

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

From: **P, Padmawati** <padmawat@amazon.com>  
Date: Wed, Feb 6, 2019 at 8:25 PM  
Subject: WFU Conversion List- Bhavans Degree College  
To: placementcellbvc@gmail.com <placementcellbvc@gmail.com>

Hi Mam,

Please find the list below of WFU conversion candidates who accepted our offer.

Full Name
Trupthi pabba
Giridhar Manepalli
Chimalakonda Sri Lakshmi Alekhya
chandra shekar
SAIRAM VENKATESH
G. Kiran Kumar
Chetan Suri
ALAJANGI SRI SAKET
Sukhdev Ghosh
Kasaragadda Vamsi Krishna
GANDE AVINASH
GODI YESHASWI
Mahesh Dhongde



A Achyut
Rashi Gupta
Sindhe Vishnu kumar
Manisha Suryawanshi
gilla sagarika
shreeya b.huli
Dinakaran Divakaran
Rajgopalan Arathi
Erranki Nikhila
Akash Singh Negi
Komal Gaur
Pruthvi Gadila
Sreeram Mantha

PADMA

HR Recruitment | Customer Service | Hyderabad

PADMAWAT@AMAZON.COM



\*Amazon is an equal opportunity employer. Amazon or its Recruitment Partners do not charge any fee or security deposit from the candidate for offering employment.


**Fwd: Amazon Campus Drive - Customer Service Associate**

1 message

**seema ghosh** <seemaghosh7@gmail.com>  
To: placementcellbvc@gmail.com

Sent from my iPhone

Begin forwarded message:

**From:** "Mohiuddin, Khaja Fazil" <kfazi@amazon.com>  
**Date:** 7 March 2019 at 4:05:41 PM IST  
**To:** seema ghosh <seemaghosh7@gmail.com>  
**Cc:** "Nair, P Padma" <padmawat@amazon.com>  
**Subject:** RE: Amazon Campus Drive - Customer Service Associate

Hello Seema,

Please find the list of selects:

Name	Candidate Email	Mobile
Koppisetty Sree Harsha	13.sreeharsha@gmail.com	9291370045
SRAVANI MALIGONDA	m.sravani134@gmail.com	9966329907
Macherla Sai Vamshi	msvamshi99@gmail.com	7661010755
VENKATESAN R	venkat.ragavan98@gmail.com	9618119461
V Pavani	pavanireddy4317@gmail.com	9515879757
mesapam sannihith	mesapamsanju@gmail.com	9700103243
sangani santosh	santoshsangani3@gmail.com	9550061312
Priyanka Shaw	priyankashaw0712@gmail.com	7993819988
saiteja chadoju	saiteja9499010@gmail.com	7674916681
Thakur Sumer Singh	thakursumersingh9@gmail.com	7093963611
Navaneet vukkala	navaneeth.vukkala@gmail.com	8688327275
Siddharth Varma	siddharthvarma1206@gmail.com	7093658911

Regards,

Fazil

**From:** seema ghosh <seemaghosh7@gmail.com>  
**Sent:** Wednesday, December 19, 2018 11:43 PM  
**To:** Mohiuddin, Khaja Fazil <kfazi@amazon.com>  
**Subject:** Re: Amazon Campus Drive - Customer Service Associate

Dear Fazil

We confirm 25th January 2019 as the date for organising the campus recruitment by Amazon.

Thanks and Regards

Dr. Seema Ghosh

Placement Coordinator

BVC

On Wed, Dec 19, 2018 at 5:32 PM Mohiuddin, Khaja Fazil &lt;kfazi@amazon.com&gt; wrote:

Hello,

As confirmed we are excited to visit your college as per below plan to conduct a campus drive for your Final Year Students.

Recruitment Plan	
25 <sup>th</sup> Jan 2019	Campus Drive

System Specifications, J.D. have been attached.

**Interview Timings:-**

- Pre Placement Talk: 9.00 AM
- Interview Start Time: 9.45 AM

Please request the students to be available at 8.30AM on 25<sup>th</sup> January for the campus drive with an updated resume, recent passport size photograph and a government ID proof to start the session on time.

**Interview Process Requirements:-**

- An auditorium with Projector and mic which can accommodate all the candidates for the Pre Placement Talk and the first round of interview process (Personal Interview).
- Computer lab near to the auditorium with 100 software installed machines. Kindly have the lab assistants to support us on the machine requirements on the day of interview.
- One class room close to the lab to be used as the candidate waiting area.
- 5 - 10 minimum Volunteers from college – to manage the crowd and also help us to coordinate & conduct interviews.
- Kindly install the required software in all machines as per the attached software installation document.

On an average 3 panel members from Amazon will be visiting your college for the recruitment process on the mentioned date.

Kindly reach out to me for any clarification.

Khaja Fazil Mohiuddin

Recruiter | Customer Service | Hyderabad

KFAZI@AMAZON.COM M +91 79899-53482

amazonjobs

in Connect with us

f Inside Amazon

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

\*Amazon is an equal opportunity employer. Amazon or its Recruitment Partners do not charge any fee or security deposit from the candidate for offering employment.

**From:** Mohiuddin, Khaja Fazil

**Sent:** Tuesday, December 18, 2018 3:43 PM

**To:** 'placementcell@bhavansvc.org' <placementcell@bhavansvc.org>; 'seemaghosh7@gmail.com' <seemaghosh7@gmail.com>

**Subject:** Amazon Campus Drive - Customer Service Associate

Hello Seema,

Greetings from the Amazon Talent Acquisition Team!



As discussed with you over call we would like to visit your college for **2019 Campus Placements** on **25<sup>th</sup> January 2019**. **Please confirm the same.**

Given below is a brief company profile, interview process, compensation details and attached is the Job Description.

#### Amazon.com:-

Amazon.com strives to be the Earth's most customer-centric company where people can find and discover virtually anything they want to buy online. By giving customers more of what they want - low prices, vast selection, and convenience Amazon.com continues to grow and evolve as a world-class e-commerce platform. Amazon's evolution from Web site to e-commerce partner to development platform is driven by the spirit of innovation that is part of the company's DNA. The world's brightest technology minds come to Amazon.com to research and develop technology that improves the lives of shoppers and sellers around the world.

#### Job Profile:-

- **Customer Service Associate**

#### Interview Process:-

- **Personal Introduction Round**
- **Online Testing-(Overall 3 Online Tests)**
- **Voice Versant Test (Conducted Over a telephone)**

*Note: All rounds are elimination rounds*

#### Compensation:-

Salary Range	
Min	Max
173000	260000

#### Additional Benefits:-

- **Night Shift Allowance**
- **Zeta Meal Card**
- **Overtime Allowance**
- **Transport Allowance**

*Note: All benefits, allowances and overtime are paid over and above the CTC mentioned*

#### What we would like to know?

- **Streams and number of students in each**
- **Availability of computer lab and Internet connection required for conducting online assessments**

Feel free to reach out to me in case you need any further clarification

Khaja Fazil Mohiuddin  
Recruiter | Customer Service | Hyderabad  
KFAZI@AMAZON.COM M +91 79899-53482



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

\*Amazon is an equal opportunity employer. Amazon or its Recruitment Partners do not charge any fee or security deposit from the candidate for offering employment.

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4 attachments

image002.png  
1K

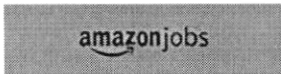


Image003.jpg  
2K



Image004.jpg  
2K

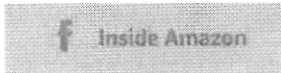


Image005.jpg  
2K



**Amazon Campus Drive - Customer Service Associate**

4 messages

Mohiuddin, Khaja Fazil <kfazi@amazon.com>

Tue, Jan 22

To: "seemaghosh7@gmail.com" <seemaghosh7@gmail.com>, "placementcellbvc@gmail.com" <placementcellbvc@gmail.com>

Hello,

Greetings from the Amazon Talent Acquisition Team!

As discussed with you over call we would like to visit your college for **2019 Campus Placements** on **25th January 2019**. **Please confirm the same.**

Given below is a brief company profile, interview process, compensation details and attached is the Job Description.

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Amazon.com strives to be the Earth's most customer-centric company where people can find and discover virtually anything they want to buy online. By giving customers more of what they want - low prices, vast selection, and convenience Amazon.com continues to grow and evolve as a world-class e-commerce platform. Amazon's evolution from Web site to e-commerce partner to development platform is driven by the spirit of innovation that is part of the company's DNA. The world's brightest technology minds come to Amazon.com to research and develop technology that improves the lives of shoppers and sellers around the world.

**Job Profile:-**

- **Customer Service Associate**

**Interview Process:-**

- **Personal Introduction Round**
- **Online Testing-(Overall 3 Online Tests)**
- **Voice Versant Test (Conducted Over a telephone)**

*Note: All rounds are elimination rounds*

**Compensation:-**

Salary Range	
Min	Max
173000	220000

**Additional Benefits:-**

- **Night Shift Allowance**
- **Zeta Meal Card**
- **Overtime Allowance**



- Transport Allowance

Note: All benefits, allowances and overtime are paid over and above the CTC mentioned

What we would like to know?

- Streams and number of students in each
- Availability of computer lab and Internet connection required for conducting online assessments

Feel free to reach out to me in case you need any further clarification

Khaja Fazil Mohiuddin  
 Recruiter | Customer Service | Hyderabad  
 KFAZI@AMAZON.COM M +91 79899-53482



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

\*Amazon is an equal opportunity employer. Amazon or its Recruitment Partners do not charge any fee or security deposit from the candidate for offering employment.

Mohiuddin, Khaja Fazil <kfazi@amazon.com>  
 To: "seemaghosh7@gmail.com" <seemaghosh7@gmail.com>, "placementcellbvc@gmail.com" <placementcellbvc@gmail.com>

Tue, Jan 22

Hello,

As confirmed we are excited to visit your college as per below plan to conduct a campus drive for your Final Year Students.

Recruitment Plan	
15th Jan 2019	Campus Drive

System Specifications, J.D. have been attached.

Interview Timings:-

- Pre Placement Talk: 9.00 AM
- Interview Start Time: 9.45 AM

Please request the students to be available at 8.30AM on 25th January for the campus drive with an updated resume, recent passport size photograph and a government ID proof to start the session on time.

Interview Process Requirements:-

- An auditorium with Projector and mic which can accommodate all the candidates for the Pre Placement Talk and the first round of interview process (Personal Interview).

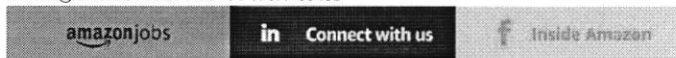
Computer lab near to the auditorium with 100 software installed machines. Kindly have the lab assistants to support us on the machine requirements on the day of interview.

- One class room close to the lab to be used as the candidate waiting area.
- 5 - 10 minimum Volunteers from college – to manage the crowd and also help us to coordinate & conduct interviews.
- Kindly install the required software in all machines as per the attached software installation document.

**On an average 3 panel members from Amazon will be visiting your college for the recruitment process on the mentioned date.**

Kindly reach out to me for any clarification.

Khaja Fazil Mohiuddin  
 Recruiter | Customer Service | Hyderabad  
 KFAZI@AMAZON.COM M +91 79899-53482



[Quoted text hidden]

**2 attachments**

- Customer Service Associate-HYD-Job Description.DOCX  
42K
- Amazon-System Specifications.docx  
38K

**Bhavans Placements** <placementcellbvc@gmail.com>  
 To: "Mohiuddin, Khaja Fazil" <kfazi@amazon.com>

Tue, Jan 22, 2019 at 4:03 PM

Dear Fazil

Thanks a lot for sharing the information.

thanks and regards  
 Dr. Seema Ghosh.

[Quoted text hidden]

**Bhavans Placements** <placementcellbvc@gmail.com>  
 To: "Mohiuddin, Khaja Fazil" <kfazi@amazon.com>

Thu, Jan 31, 2019 at 1:35 PM

Dear Khaja Fazil

Greetings from BVC. Kindly send us the list of selected students from our college.

thanks and regards  
 Dr. Seema Ghosh.

On Tue, Jan 22, 2019 at 3:59 PM Mohiuddin, Khaja Fazil <kfazi@amazon.com> wrote:  
 [Quoted text hidden]

30-May-2019

Dear Bhanu Prakash Vuppala,  
BCA, Computer Applications  
Bhavans Vivekananda Degree & PG College

**Candidate ID** – 13061945

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.240,982/-**. This includes an annual incentive indication of **Rs.12,000/-**, as well as Cognizant's contribution of **Rs. 19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.,**



Suresh Bethavandu

**Global Head-Talent Acquisition**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature :**

**Date:**



### Annexure A

<b>Name:</b>	Bhanu Prakash Vuppula	<b>Designation:</b>	Programmer Trainee
--------------	-----------------------	---------------------	--------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	Company's contribution of PF #	780	9,360
3	Advance Statutory Bonus***	2000	24,000
4	Special Allowance*	5206	62,472
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	556	6,672
	<b>Annual Gross Compensation</b>		<b>180,504</b>
	Incentive Indication (per annum)**		12,000
	<b>Annual Total Compensation</b>		<b>192,504</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		3,750
	<b>Annual Total Remuneration</b>		<b>212,254</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

# PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

\* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

\*\*\* **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

\*\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.


**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details

## Onboarding Pass



	Candidate Name (CandidateID) : Harika Kota ( 13061946 )	
	Date of Joining : 06 Aug 2019	Telephone Number : 7901437263
	Blood Group : B+	Date of Birth : 1998-12-06
	PAN Card :	Aadhar Card Number: 698113673641
Cognizant Address : Cognizant Technology Solutions India Pvt Ltd. Plot No: 129 to 132, APHB Colony, Lords Conference Hall, 8th Floor,Phase-3(Block-1),DLF Building, Opp to Old CMC Office, Gachibowli,Hyderabad-500032		

This pass is valid only on DOJ


SECURITY,HEALTH & SAFETY GUIDELINES FOR VISITORS IN COGNIZANT PREMISES

- Please do not enter any 'Restricted' or Access controlled area unless authorized
  - Cognizant prohibits carrying arms, explosives or incendiary materials into the premises
  - Cognizant prohibits carrying narcotic drugs, psychotropic substances and alcoholic drinks in the premises
  - Please wear and display your visitor ID badge when you are in the premises
  - This is a smoke free campus and smoking is strictly prohibited
  - All our buildings are monitored by CCTV cameras and fire alarms systems
  - Please do not connect your Laptop or any Mobile Computing Devices to Cognizant Network without specific approval from Cognizant Information Security Team
  - Kindly return this pass to the Security Personnel at the Gate to record your exit from the Campus
- Cognizant has a safety Policy to ensure the wellbeing of all its associates, visitors and business partners. We request your cooperation by following all safety notices and instructions at all times
  - Speed limit for vehicle inside the campus is 20 kmph.
  - Please park your vehicle only at designated parking lot
  - Please walk along the designated pathways
  - In case of fire, the fire alarm will ring. Listen carefully to the voice announcement on the PA system for further instructions
  - Follow the fire exist signs to safety exit the building to the nearest Assembly point
  - Follow the instructions of Emergency Response Team (ERT) members to safely evacuate the building • In case of fire, do not use the elevators; use the staircase
  - Vendors must obtain necessary work permits prior to starting any work. Cognizant reserves the right to turn away/stop the vendor's work where required safety precautions are not followed.

EMERGENCY CONTACT

If you witness/are involved in a safety incident please report to Cognizant Emergency Call Center immediately at 1800 200 2345

FOR OFFICE USE ONLY:

	Candidate Name (Candidate ID) : Harika Kota ( 13061946 )	
	Date of Joining : 06 Aug 2019	Telephone Number : 7901437263
	Blood Group : B+	Date of Birth : 1998-12-06
	PAN Card :	Aadhar Card Number: 698113673641
Cognizant Address : Cognizant Technology Solutions India Pvt Ltd. Plot No: 129 to 132, APHB Colony, Lords Conference Hall, 8th Floor,Phase-3(Block-1),DLF Building, Opp to Old CMC Office, Gachibowli,Hyderabad-500032		


**Fwd: Cognizant IT PT Eligibility Criteria \_ 2019 Batch**

1 message

seema ghosh <seemaghosh7@gmail.com>  
To: placementcellbvc@gmail.com

Fri, Mar 8,

Sent from my iPhone

Begin forwarded message:

**From:** <Shiva.Tammishetti@cognizant.com>  
**Date:** 7 March 2019 at 10:15:40 PM IST  
**To:** <seemaghosh7@gmail.com>  
**Subject:** RE: Cognizant IT PT Eligibility Criteria \_ 2019 Batch

Dear Seema mam,

Greetings from Cognizant!!!

PFB the list of candidates who has cleared our interviews few weeks back, we would like to congratulate the students and wish them very best in their careers.

Offer process of the shortlisted candidates is in progress and they will receive this offer letters by end of this month.

Cognizant Candidate ID	Full Name	Primary Email ID	Primary Mobile No	Current University Reg No	Current Degree	Current Stream
13061942	Chetan Suri	suri.chetan4@gmail.com	9502999635	107246716089	BSc	Computer Science With Maths
13061943	Kapil Anand	kapildevan0308@gmail.com	8106258306	107247416098	BSc	Electronics
13061944	Sravya Chintada	sravyachintada@gmail.com	7659969454	107247416013	BSc	Electronics, Maths, Computer Sci
13061945	Bhanu Prakash Vuppula	bhanubangaram1143@gmail.com	7671808500	107286116049	BCA	Computer Applications
13061946	Harika Kota	harikakota98@gmail.com	7901437263	107246716028	BSc	Statistics
13061947	Aishwarya Chodimella	aishuchodimella@gmail.com	9550992125	107247416080	BSc	Electronics
13061948	Nidhi Jha	nidhijha905@gmail.com	9581703153	107246716084	BSc	Mathematics, Statistics And Comp Science
13061989	Venkatesa Sai Anand Ganti	anandganti1731@gmail.com	9949240422	107246816070	BSc	MATHS, PHYSICS, COMPUTER SCIENCE
13061990	Sowjanya Vippala	sowjanyamudhiraj316@gmail.com	9515907157	107286116042	BCA	Computer Applications
13061991	Vamshi Sai Macherla	mshvamshi99@gmail.com	7661010755	107247416045	BSc	Electronics
13061992	Ramya Erram	ramyaharika22@gmail.com	8639490473	107246716014	BSc	Mathematics, Statistics And Comp Science
13061993	Sunita Sunasagada	sunitasunasagada1998@gmail.com	7396337265	107247416092	BSc	Electronics
13061994	Achyut Aryasomayajula	17achyut@gmail.com	8341477975	107246816001	BSc	Maths, Physics , Computer Scienc
13061995	Manasa Chilukuri	chilukurimanasareddy@gmail.com	9989170843	107286116010	BCA	Computer Applications
13061996	Sravani Patel	patelsravani46@gmail.com	7288969620	107246716046	BSc	Statistics
13061997	G Anirudh Ganirudh	ganirudhani90@gmail.com	8179047005	107246716015	BSc	Statistics
13061998	Sravani Maligonda	m.sravani134@gmail.com	9966329907	107286116024	BCA	Computer Applications
13061999	Simhadri Guru Prasanth Perundarai	pgprashanth00@gmail.com	7671934171	107247416061	BSc	Electronics, Maths, Computer Sci
13062000	Nikhila Nnvp	nikhilannvp@gmail.com	8309969386	107247416053	BSc	Electronics



shiva.tammishetti@cognizant.com

15/11/2018 13:21

## Cognizant IT PT Eligibility Criteria \_ 2019 Batch

To placementcell@bhavansvc.org



Dear Professor,

Greetings from Cognizant!

**"Forward-thinking businesses can't just do digital. They must be digital at their very core."**

— Francisco D'Souza, Chief Executive Officer

At Cognizant, we are making 'Digital' work for businesses. We innovate to find a better way—for the clients who depend on us, their customers and the communities who count on us all. To enable us deliver this promise, our campus hiring model for this year, will look to identify future-ready talent who are capable of going beyond traditional uni-dimensional thinking and are suitably equipped with cross-disciplinary skills.

Cognizant is privileged to be part of your esteemed institution's campus recruitment program for the IT PT hiring, batch of 2019. Please note that as per the Cognizant Campus Hiring process, your students will have to fulfill the eligibility criteria listed below:

Eligibility Criteria 2019 Batch

Student Information

- 2019 batch of B.Sc. IT/Computer Science / Computer Technology/ BCA degree students only
  - Consistent academic record of a minimum of 60% in X, XII, Diploma, UG (all subjects will be taken into consideration) calculated as below.
    - $\text{Aggregate\%} = \frac{\text{sum of all subjects marks scored}}{\text{total no. of subjects}} \times 100$  (as of last semester result declared)
  - No standing arrears in current education.
  - At the time of joining, all recruits need to have minimum 60% aggregate (all subjects will be taken into consideration) in the pursuing degree with no standing arrears.
  - Any students who have applied and waiting for re-evaluation would be considered only with the initial results declared.
  - Appropriate CGPA to % conversion to be considered as per University norms.
  - Strong written and oral communication skills.
  - Open only to Indian nationals.
  - Flexible to relocate to anywhere in India, work in any shift / domain.
- Students must carry the following for recruitment process
    - 2 Recent PP size photographs (both ears visible in light background)
    - Professional Resume (max of 2 pages)
    - All academic mark sheets and certificates (original & 1 Photocopy) for verification
  - Students must carry 1 Photocopy of their PAN Card, Aadhar card and Passport (front & back page).
  - Colleges need to authenticate the % of the candidates, via the college administration department records prior to the registering them for recruitment process.
  - Please ensure that only those students who meet our criteria appear for the Cognizant Placement process.
  - At the time of joining, all recruits need to have minimum 60% aggregate (all subjects taken into consideration) in the pursuing degree with no standing arrears.

### Selection Process

As part of our selection process, we will conduct an online aptitude test followed by 2 rounds of personal interview – technical and HR.

### Level of Hire & Other Details

**Designation:** Programmer Trainee

We look forward to visiting your campus and enriching the strong relationship Cognizant shares with your institution and the academia team.

**ADP Private Limited**

Regd. Office : 6-3-1091 /C/1, Fortune 9, Raj Bhavan Road, Hyderabad - 500082

Phone : +91 406757 0000

adp.com

Mr. Trivikramarayudu Muddam,  
#32-70-26/1, Neredmet Bank Colony,  
Secunderabad, Neredmet,  
Hyderabad 500056.

Dear Trivikramarayudu,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

**Position:** Process Associate

**Grade:** G1 L1

**Date of Joining:** On or Before 19 August, 2019

**Compensation:** Gross Compensation of Rs.2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached)

**Probation & Notice Period:** You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.


**Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

  
\_\_\_\_\_  
**Vipul Singh**  
(Vice President & Head HR)

Accepted  
  
\_\_\_\_\_  
**Trivikramarayudu Muddam**



**Details of Compensation**

Name: Trivikramarayudu Muddam  
Position: Process Associate  
Grade: G1 L1

<b>A. Base Salary</b>	Monthly (INR)*	Annual (INR)*
• Basic Salary	4,690	56,280
• House Rent Allowance (40% of Basic Salary)	1,876	22,512
• Flexible Benefits**	2,207	26,484
• Special Allowance	4,342	52,104
<b>B. Bonus (20% of Basic Salary paid monthly)</b>	938	11,256
<b>C. Standard Benefits</b>		
• Provident Fund***	1,346	16,152
• Gratuity	226	2,712
<b>Gross Compensation (A+B+C)</b>	15,625	<b>1,87,500</b>

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)	0%	100%	175%
		0	22,500
EOC Allowance		15,000	
<b>Total CTC (Gross + VPI + EOC Allowance)##</b>		<b>2,25,000</b>	

\* Indian Rupees

\*\* Flexible Benefits include Leave Travel Allowance and Child Education Allowance

\*\*\* PF will be deducted as per the statutory norms

# These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

## Total CTC is computed at 100% VPI payout

Tax will be applicable as per Tax Slab & Tax Regulations



Trivikramarayudu Muddam  
Page 2 of 5



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**ADP Private Limited**

Regd. Office : 6-3-1091 /C/1, Fortune 9, Raj Bhavan Road, Hyderabad - 500082

Phone : +91 406757 0000

adp.com

Mr. Saathvik Kothamasu,  
#30-167/12, Suryanagar Colony,  
Safilguda, Malkajgiri, Sri Sai V,  
Hyderabad 500056.

Dear Saathvik,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

**Position:** Process Associate

**Grade:** G1 L1

**Date of Joining:** On or Before 19 August, 2019

**Compensation:** Gross Compensation of Rs.2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached)

**Probation & Notice Period:** You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

**Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

  
Vipul Singh  
(Vice President & Head HR)

Accepted

  
Saathvik Kothamasu

Page 1 of 5



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**Details of Compensation**

Name: Saathvik Kothamasu  
Position: Process Associate  
Grade: G1 L1

<b>A. Base Salary</b>	Monthly (INR)*	Annual (INR)*
• Basic Salary	4,690	56,280
• House Rent Allowance (40% of Basic Salary)	1,876	22,512
• Flexible Benefits**	2,207	26,484
• Special Allowance	4,342	52,104
<b>B. Bonus (20% of Basic Salary paid monthly)</b>	938	11,256
<b>C. Standard Benefits</b>		
• Provident Fund***	1,346	16,152
• Gratuity	226	2,712
<b>Gross Compensation (A+B+C)</b>	15,625	<b>1,87,500</b>

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)	0%	100%	175%
		0	22,500
EOC Allowance		15,000	
<b>Total CTC (Gross + VPI + EOC Allowance)##</b>		<b>2,25,000</b>	

\* Indian Rupees

\*\* Flexible Benefits include Leave Travel Allowance and Child Education Allowance

\*\*\* PF will be deducted as per the statutory norms

# These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

## Total CTC is computed at 100% VPI payout

Tax will be applicable as per Tax Slab & Tax Regulations

Saathvik Kothamasu  
Page 2 of 5

Ms. Mohammad Samreen,  
H.No E 49,  
JJ Nagar, Neredmet,  
Hyderabad 500094.

Dear Mohammad,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

**Position:** Process Associate

**Grade:** G1 L1

**Date of Joining:** On or Before 19 August, 2019

**Compensation:** Gross Compensation of Rs.2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached)

**Probation & Notice Period:** You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

**Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

Accepted

  
\_\_\_\_\_  
**Vipul Singh**  
(Vice President & Head HR)

\_\_\_\_\_  
**Mohammad Samreen**



**Details of Compensation**

Name: Mohammad Samreen  
Position: Process Associate  
Grade: G1 L1

<b>A. Base Salary</b>	Monthly (INR)*	Annual (INR)*
• Basic Salary	4,690	56,280
• House Rent Allowance (40% of Basic Salary)	1,876	22,512
• Flexible Benefits**	2,207	26,484
• Special Allowance	4,342	52,104
<b>B. Bonus (20% of Basic Salary paid monthly)</b>	938	11,256
<b>C. Standard Benefits</b>		
• Provident Fund***	1,346	16,152
• Gratuity	226	2,712
<b>Gross Compensation (A+B+C)</b>	<b>15,625</b>	<b>1,87,500</b>

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)	0%	100%	175%
		0	22,500
EOC Allowance		15,000	
<b>Total CTC (Gross + VPI + EOC Allowance)##</b>		<b>2,25,000</b>	

\* Indian Rupees

\*\* Flexible Benefits include Leave Travel Allowance and Child Education Allowance

\*\*\* PF will be deducted as per the statutory norms

# These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

## Total CTC is computed at 100% VPI payout

Tax will be applicable as per Tax Slab & Tax Regulations



Mohammad Samreen  
Page 2 of 5



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**ADP Private Limited**

Regd. Office : 6-3-1091 /C/1, Fortune 9, Raj Bhavan Road, Hyderabad - 500082

Phone : +91 406757 0000

adp.com

Mr. Achyuth Ayachitam,  
Plot No-9, Tirumala Enclave,  
Survey Number-13, Machabollarum,  
Hyderabad 500010.

Dear Achyuth,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

**Position:** Process Associate

**Grade:** G1 L1

**Date of Joining:** On or Before 19 August, 2019

**Compensation:** Gross Compensation of Rs.2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached)

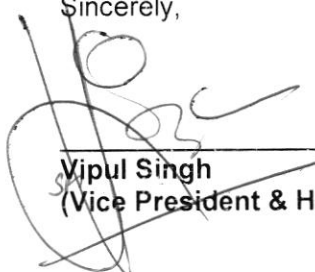
**Probation & Notice Period:** You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

**Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

  
\_\_\_\_\_  
**Vipul Singh**  
(Vice President & Head HR)

Accepted

  
\_\_\_\_\_  
**Achyuth Ayachitam**

**Details of Compensation**

Name: Achyuth Ayachitam  
Position: Process Associate  
Grade: G1 L1

<b>A. Base Salary</b>	Monthly (INR)*	Annual (INR)*
• Basic Salary	4,690	56,280
• House Rent Allowance (40% of Basic Salary)	1,876	22,512
• Flexible Benefits**	2,207	26,484
• Special Allowance	4,342	52,104
<b>B. Bonus (20% of Basic Salary paid monthly)</b>	938	11,256
<b>C. Standard Benefits</b>		
• Provident Fund***	1,346	16,152
• Gratuity	226	2,712
<b>Gross Compensation (A+B+C)</b>	15,625	<b>1,87,500</b>

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)	0%	100%	175%
		0	22,500
EOC Allowance		15,000	
<b>Total CTC (Gross + VPI + EOC Allowance)##</b>		<b>2,25,000</b>	

\* Indian Rupees

\*\* Flexible Benefits include Leave Travel Allowance and Child Education Allowance

\*\*\* PF will be deducted as per the statutory norms

# These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

## Total CTC is computed at 100% VPI payout

Tax will be applicable as per Tax Slab & Tax Regulations



Achyuth Ayachitam  
Page 2 of 5

**Ms. Chimalakonda Alekhya,**  
#29-1384/1/2, F.No 102, Sri Laxmi Enclave,  
Kakatiya Nagar, Neredmet,  
Hyderabad 500056.  
Phone : 7382106368

Dear Chimalakonda,

Welcome to the ADP Family! We are thrilled to have you with us and look forward to an enriching relationship ahead. We are sure you would have received an e-copy of your offer letter and enclosed is a physical copy of the same offer letter

As a part of our onboarding process, the enclosed documents are required to be filled and submitted on the day of joining.

1. Two copies of passport size photograph
2. Confidentiality Agreement
3. Code of Business Conduct & Anti Bribery Policy
4. Provident Fund declaration and transfer form (Please use the transfer form only if you wish to transfer the PF account from the current/past employer to ADP)
5. Bank application form(s) for your salary account
6. Joining Form

Please ensure to report at the ADP office no later than 9.00 AM on the day of joining. Kindly bring along the following documents in case you have not submitted them to us earlier:

1. Relieving/ Experience letter from the last employer (If applicable)
2. PAN card and Aadhar copy

Please feel free to connect with your candidate manager in case of any queries on the offer.

Your Background Check has been initiated and a third-party team will be reaching out to you shortly on the same.

For any on-boarding assistance, please email to [hyderabadhrsharedservicesteam@adp.com](mailto:hyderabadhrsharedservicesteam@adp.com)

The ADP family wishes you a fun-filled, fulfilling journey ahead.

Best Regards,

ADP Human Resources



25 March, 2019

Ms. Chimalakonda Alekhya,  
#29-1384/1/2, F.No 102, Sri Laxmi Enclave,  
Kakatiya Nagar, Neredmet,  
Hyderabad 500056.

Dear Chimalakonda,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

- Position:** Process Associate
- Grade:** G1 L1
- Date of Joining:** On or Before 19 August, 2019
- Compensation:** Gross Compensation of Rs.2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached)
- Probation & Notice Period:** You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.
- Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

  
\_\_\_\_\_  
**Vipul Singh**  
(Vice President & Head HR)

**ADP Private Limited**

Regd. Office : 6-3-1091 /C/1, Fortune 9, Raj Bhavan Road, Hyderabad - 500082

Phone : +91 406757 0000

adp.com

Ms. Jwala Eruventi,  
#43432,  
Telkapally,  
Hyderabad 509385.

Dear Jwala,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

**Position:** Process Associate

**Grade:** G1 L1

**Date of Joining:** On or Before 19 August, 2019

**Compensation:** Gross Compensation of Rs.2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached)

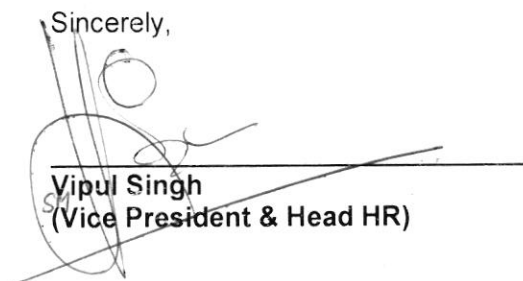
**Probation & Notice Period:** You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

**Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

  
Vipul Singh  
(Vice President & Head HR)

Accepted



Jwala Eruventi



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**Details of Compensation**

Name: Jwala Eruventi  
Position: Process Associate  
Grade: G1 L1

<b>A. Base Salary</b>	Monthly (INR)*	Annual (INR)*
• Basic Salary	4,690	56,280
• House Rent Allowance (40% of Basic Salary)	1,876	22,512
• Flexible Benefits**	2,207	26,484
• Special Allowance	4,342	52,104
<b>B. Bonus (20% of Basic Salary paid monthly)</b>	938	11,256
<b>C. Standard Benefits</b>		
• Provident Fund***	1,346	16,152
• Gratuity	226	2,712
<b>Gross Compensation (A+B+C)</b>	15,625	<b>1,87,500</b>

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)	0%	100%	175%
		0	22,500
EOC Allowance		15,000	
<b>Total CTC (Gross + VPI + EOC Allowance)##</b>		<b>2,25,000</b>	

\* Indian Rupees

\*\* Flexible Benefits include Leave Travel Allowance and Child Education Allowance

\*\*\* PF will be deducted as per the statutory norms

# These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

## Total CTC is computed at 100% VPI payout

Tax will be applicable as per Tax Slab & Tax Regulations

Jwala Eruventi  
Page 2 of 5



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**ADP Private Limited**

Regd. Office : 6-3-1091 /C/1, Fortune 9, Raj Bhavan Road, Hyderabad - 500082

Phone : +91 406757 0000

adp.com

Mr. Jeffin Joy,  
#29-1465/4/1,  
Neredmet,  
Hyderabad 500056.

Dear Jeffin,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

**Position:** Process Associate

**Grade:** G1 L1

**Date of Joining:** On or Before 19 August, 2019

**Compensation:** Gross Compensation of Rs.2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached)

**Probation & Notice Period:** You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

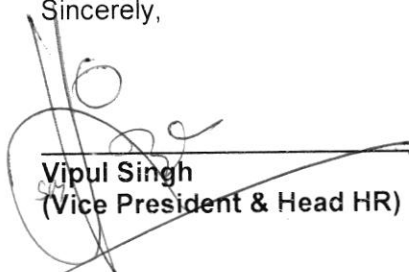
**Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

Accepted

  
Vipul Singh  
(Vice President & Head HR)

\_\_\_\_\_  
Jeffin Joy

Page 1 of 5

**Details of Compensation**

Name: Jeffin Joy  
Position: Process Associate  
Grade: G1 L1

<b>A. Base Salary</b>	Monthly (INR)*	Annual (INR)*
• Basic Salary	4,690	56,280
• House Rent Allowance (40% of Basic Salary)	1,876	22,512
• Flexible Benefits**	2,207	26,484
• Special Allowance	4,342	52,104
<b>B. Bonus (20% of Basic Salary paid monthly)</b>	938	11,256
<b>C. Standard Benefits</b>		
• Provident Fund***	1,346	16,152
• Gratuity	226	2,712
<b>Gross Compensation (A+B+C)</b>	15,625	<b>1,87,500</b>

Variable Performance Incentive (VPI)* (will range from 0% to 175% based on performance)	0%	100%	175%
		0	22,500
EOC Allowance		15,000	
<b>Total CTC (Gross + VPI + EOC Allowance)**</b>		<b>2,25,000</b>	

\* Indian Rupees

\*\* Flexible Benefits include Leave Travel Allowance and Child Education Allowance

\*\*\* PF will be deducted as per the statutory norms

# These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

\*\* Total CTC is computed at 100% VPI payout

Tax will be applicable as per Tax Slab & Tax Regulations



Jeffin Joy  
Page 2 of 5





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**ADP Private Limited**

Regd. Office : 6-3-1091 /C/1, Fortune 9, Raj Bhavan Road, Hyderabad - 500082

Phone : +91 406757 0000

adp.com

Ms. Anjali Navya Kakaraparthi,  
House No:27-3/A,  
Krupa Complex,  
Hyderabad 500025.

Dear Anjali Navya,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

**Position:** Process Associate

**Grade:** G1 L1

**Date of Joining:** On or Before 19 August, 2019

**Compensation:** Gross Compensation of Rs.2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached)

**Probation & Notice Period:** You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

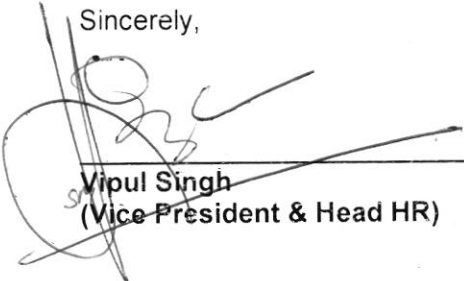
**Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

Accepted

  
Vipul Singh  
(Vice President & Head HR)

  
Anjali Navya Kakaraparthi

Page 1 of 5



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**Details of Compensation**

Name: Anjali Navya Kakaraparthi  
Position: Process Associate  
Grade: G1 L1

<b>A. Base Salary</b>	Monthly (INR)*	Annual (INR)*
• Basic Salary	4,690	56,280
• House Rent Allowance (40% of Basic Salary)	1,876	22,512
• Flexible Benefits**	2,207	26,484
• Special Allowance	4,342	52,104
<b>B. Bonus (20% of Basic Salary paid monthly)</b>	938	11,256
<b>C. Standard Benefits</b>		
• Provident Fund***	1,346	16,152
• Gratuity	226	2,712
<b>Gross Compensation (A+B+C)</b>	15,625	<b>1,87,500</b>

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)	0%	100%	175%
		0	22,500
EOC Allowance		15,000	
<b>Total CTC (Gross + VPI + EOC Allowance)##</b>		<b>2,25,000</b>	

\* Indian Rupees

\*\* Flexible Benefits include Leave Travel Allowance and Child Education Allowance

\*\*\* PF will be deducted as per the statutory norms

# These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

## Total CTC is computed at 100% VPI payout

Tax will be applicable as per Tax Slab & Tax Regulations

Anjali Navya Kakaraparthi  
Page 2 of 5



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**ADP Private Limited**

Regd. Office : 6-3-1091 /C/1, Fortune 9, Raj Bhavan Road, Hyderabad - 500082

Phone : +91 406757 0000

adp.com

Ms. Peddi Suma,  
#1-7-35, Srinivasa Nagar Colony,  
Temple Alwal,  
Hyderabad 500010.

Dear Peddi,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

**Position:** Process Associate

**Grade:** G1 L1

**Date of Joining:** On or Before 19 August, 2019

**Compensation:** Gross Compensation of Rs.2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached)

**Probation & Notice Period:** You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

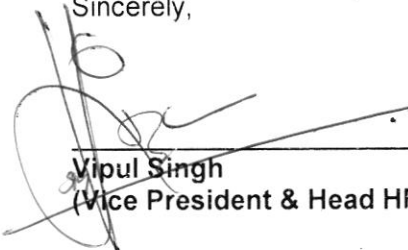
**Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.


Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

Accepted

  
\_\_\_\_\_  
**Vipul Singh**  
(Vice President & Head HR)

  
\_\_\_\_\_  
**Peddi Suma**

Page 1 of 5



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**Details of Compensation**

Name: Peddi Suma  
Position: Process Associate  
Grade: G1 L1

<b>A. Base Salary</b>	Monthly (INR)*	Annual (INR)*
• Basic Salary	4,690	56,280
• House Rent Allowance (40% of Basic Salary)	1,876	22,512
• Flexible Benefits**	2,207	26,484
• Special Allowance	4,342	52,104
<b>B. Bonus (20% of Basic Salary paid monthly)</b>	938	11,256
<b>C. Standard Benefits</b>		
• Provident Fund***	1,346	16,152
• Gratuity	226	2,712
<b>Gross Compensation (A+B+C)</b>	15,625	<b>1,87,500</b>

Variable Performance Incentive (VPI)# (will range from 0% to 175% based on performance)	0%	100%	175%
		0	22,500
EOC Allowance		15,000	
<b>Total CTC (Gross + VPI + EOC Allowance)##</b>		<b>2,25,000</b>	

\* Indian Rupees

\*\* Flexible Benefits include Leave Travel Allowance and Child Education Allowance

\*\*\* PF will be deducted as per the statutory norms

# These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

## Total CTC is computed at 100% VPI payout

Tax will be applicable as per Tax Slab & Tax Regulations

Peddi Suma  
Page 2 of 5



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**ADP Private Limited**

Regd. Office : 6-3-1091 /C/1, Fortune 9, Raj Bhavan Road, Hyderabad - 500082

Phone : +91 406757 0000

adp.com

Ms. Rashi Gupta,  
H-No:33-166/5, Flat No:303, Seshadri Nilayam,  
Behind Bank Of India, RK Puram  
Hyderabad 500056.

Dear Rashi,

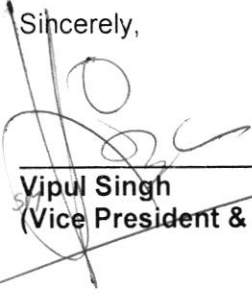
Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

- Position:** Process Associate
- Grade:** G1 L1
- Date of Joining:** On or Before 19 August, 2019
- Compensation:** Gross Compensation of Rs.2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached)
- Probation & Notice Period:** You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.
- Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

  
\_\_\_\_\_  
**Vipul Singh**  
(Vice President & Head HR)

Accepted

\_\_\_\_\_  
**Rashi Gupta**

Page 1 of 5



**Details of Compensation**

Name: Rashi Gupta  
Position: Process Associate  
Grade: G1 L1

<b>A. Base Salary</b>	Monthly (INR)*	Annual (INR)*
• Basic Salary	4,690	56,280
• House Rent Allowance (40% of Basic Salary)	1,876	22,512
• Flexible Benefits**	2,207	26,484
• Special Allowance	4,342	52,104
<b>B. Bonus (20% of Basic Salary paid monthly)</b>	938	11,256
<b>C. Standard Benefits</b>		
• Provident Fund***	1,346	16,152
• Gratuity	226	2,712
<b>Gross Compensation (A+B+C)</b>	15,625	<b>1,87,500</b>

Variable Performance Incentive (VPI)* (will range from 0% to 175% based on performance)	0%	100%	175%
		0	22,500
EOC Allowance		15,000	
<b>Total CTC (Gross + VPI + EOC Allowance)**</b>		<b>2,25,000</b>	

\* Indian Rupees

\*\* Flexible Benefits include Leave Travel Allowance and Child Education Allowance

\*\*\* PF will be deducted as per the statutory norms

# These are indicative payouts at your grade and will vary based on your performance, performance of your business unit & ADP

## Total CTC is computed at 100% VPI payout

Tax will be applicable as per Tax Slab & Tax Regulations



Rashi Gupta  
Page 2 of 5

**Mr. Syed Arsh,**  
#102, GK's Bluebells Apartments,  
Shakthi Nagar, RK Puram,  
Hyderabad 500056.  
Phone : 9700037305

Dear Syed,

Welcome to the ADP Family! We are thrilled to have you with us and look forward to an enriching relationship ahead. We are sure you would have received an e-copy of your offer letter and enclosed is a physical copy of the same offer letter

As a part of our onboarding process, the enclosed documents are required to be filled and submitted on the day of joining.

1. Two copies of passport size photograph
2. Confidentiality Agreement
3. Code of Business Conduct & Anti Bribery Policy
4. Provident Fund declaration and transfer form (Please use the transfer form only if you wish to transfer the PF account from the current/past employer to ADP)
5. Bank application form(s) for your salary account
6. Joining Form

Please ensure to report at the ADP office no later than 9.00 AM on the day of joining. Kindly bring along the following documents in case you have not submitted them to us earlier:

1. Relieving/ Experience letter from the last employer (If applicable)
2. PAN card and Aadhar copy

Please feel free to connect with your candidate manager in case of any queries on the offer.

Your Background Check has been initiated and a third-party team will be reaching out to you shortly on the same.

For any on-boarding assistance, please email to [hyderabadhrsharedserviceteam@adp.com](mailto:hyderabadhrsharedserviceteam@adp.com)

The ADP family wishes you a fun-filled, fulfilling journey ahead.

Best Regards,

ADP Human Resources

25 March, 2019

Mr. Syed Arsh,  
#102, GK's Bluebells Apartments,  
Shakthi Nagar, RK Puram,  
Hyderabad 500056.

Dear Syed,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

**Position:** Process Associate

**Grade:** G1 L1

**Date of Joining:** On or Before 19 August, 2019

**Compensation:** Gross Compensation of Rs.2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only) per year including variable performance incentive linked to your performance, performance of your business unit and ADP. (Details are attached)

**Probation & Notice Period:** You will be on probation for a period of six months from the date of your joining. During this period, you will be entitled to all benefits per ADP's policy & your employment with the Company is terminable by serving a notice of fifteen days on either side. On successful completion of probation period, the notice period would be of sixty days on either side. ADP reserves the right to terminate your employment on the basis of, but not limited to, non-adherence to ADP's Code of Conduct & Ethics and other related policies, non-performance and elimination of the position per ADP's business needs.

**Place of work:** Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the Company or any one of its associates or customers, conducts business.

Note: Please find the details of the terms & conditions of this offer attached. The details of which are strictly confidential and should not be shared with anyone.

We wish you a long and successful career with ADP.

Sincerely,

  
Vipul Singh  
(Vice President & Head HR)



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**From:** Mukherjee, Santanu (CORP)

**Sent:** Monday, December 17, 2018 7:37 PM

**To:** 'seema4379@gmail.com' <seema4379@gmail.com>; 'plac

**Subject:** RE: Campus Placement Drive - ADP Pvt. Ltd.

Hi Seema,

Thank you for your support below are the final shortlisted ca

First Name	Last Name
JWALA	ERUVENTI
DHULIPALA	SHIVA DUTTA
Jeffin	joy
ACHYUTH	AYACHITAM
Syed	Arsh
Anjali Navya	Kakaraparthi
Trivikramarayudu	muddam
Saathvik	Kothamasu
Peddi	Suma
MOHAMMAD	samreen
Rashi	Gupta
CHIMALAKONDA	ALEKHYA

## placementcell

---

**From:** Mukherjee, Santanu (CORP) <Santanu.Mukherjee@ADP.com>  
**Sent:** Wednesday, November 21, 2018 6:21 PM  
**To:** placementcell placementcell  
**Subject:** RE: Campus Placement Drive - ADP Pvt. Ltd.

Hi Ms. Seema,

As discussed please find below the eligibility criteria:

- we are looking for associates with BA/BCOM/BSC (Life Sciences)
- The candidates should have 65% and above through out
- The candidates should not have any back logs
- We are looking for Voice and Non-voice process for our Services vertical
- The CTC offered is 2 LPA (excludes shift allowances as applicable)

Regards,

Santanu Mukherjee | Deputy Manager – Human Resources  
+91-40-6757-1782 – Office  
+91-8978785807 – Mobile  
santanu.mukherjee@adp.com  
"Fortune 9", Somajiguda | Raj Bhavan Road, Hyderabad, INDIA

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

From: placementcell placementcell [mailto:placementcell@bhavansvc.org]  
Sent: Thursday, November 15, 2018 1:10 PM  
To: Mukherjee, Santanu (CORP) <Santanu.Mukherjee@ADP.com>  
Subject: Re: Campus Placement Drive - ADP Pvt. Ltd.

WARNING: Do not click links or open attachments unless you recognize the source of the email and know the contents are safe.

\*\*\*\*\*

Dear Santanu

Thanks for giving the opportunity to our students for the campus placements. We can have the campus drive on 29th Nov 2019. Kindly share with us the job description, eligibility criteria and selection process.

thanks and regards

Dr. Seema Ghosh.

> On 15 November 2018 at 12:56 "Mukherjee, Santanu (CORP)" <Santanu.Mukherjee@ADP.com> wrote:



>  
>  
> Hi Ms. Seema,  
>  
> This is in continuation to our discussion we would like to visit Bhavan's College as a part of our Campus Placement Program and below are the dates available:

>  
>  
> \* 28 Nov-18  
>  
> \* 29-Nov-18  
>

> Please confirm the date by today EOD so that we can plan the drive.

> Regards,

>  
> Santanu Mukherjee | Deputy Manager - Human Resources  
> +91-40-6757-1782 - Office  
> +91-8978785807 - Mobile  
> santanu.mukherjee@adp.com<mailto:santanu.mukherjee@adp.com>  
> "Fortune 9", Somajiguda | Raj Bhavan Road, Hyderabad, INDIA

> [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>>  
> [SO-Signature-Equalizer-and-Creator]

> -----  
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July 01, 2019

**Ms. Niharika Deekonda,**  
#1-4-93/94,  
Kalasiguda, Secunderabad,  
Telangana - 500003

Dear Niharika,

With reference to your Internship and Pre-Placement offer with Verisk Analytics dated January 29, 2019, we are pleased to induct you as a full-time "Data Service Analyst" effective July 01, 2019 at a mutually agreed terms and conditions.

The Company Rules and Regulations will remain as per the pre-placement offer extended to you and, your employment will be conditional upon and subject to your acceptance of these rules as currently in force and as may be amended from time to time.

This Employment will be under Service Agreement for Two (2) Years from July 01, 2019. The agreement also states that if an employee decides to leave the organization before the service agreement period he/she needs to compensate the organization with One (1) Lakh Rupees.

Please refer to the Annexure below for your Compensation and Benefits details.

We welcome you to Verisk Analytics and trust that your association with us will be a professionally rewarding one.

With best regards,

For Verisk Analytics India Private Limited d.b.a. AIR Worldwide

**Mr. Praveen Sandri**  
Managing Director & Executive Vice President



Acceptance:

I agree and accept the above terms and conditions and the company's rules and regulations.

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_



Bhavans Placements <placementcellbvc@gmail.com>

### List of interested students-Bhavans College

9 messages

**Bhavans Placements** <placementcellbvc@gmail.com>  
To: LKedarisetti@air-worldwide.com

Thu, Jan 17, 2019 at 4:04 PM

Dear Lalshmi,  
PFA the list of interested students from college for AIR Worldwide Campus Placement on 22nd Jan at 9:30 am.

Thanks and regards  
Dr Seema Ghosh  
Plaement Coordinator BVC.

 **AIR Worldwide Campus Requirement 2018-19 (1).xlsx**  
22K

**Kedarisetti, Lakshmi D** <LKedarisetti@air-worldwide.com>  
To: Bhavans Placements <placementcellbvc@gmail.com>

Thu, Jan 17, 2019 at 6:02 PM

Hi Seema,

Can I have your contact details?

Regards,

**Deepika Kedarisetti**, AIRS CIR,PRC | Recruiter  
AIR Worldwide - Human Resources

Phone: 040-66002231 | Mobile: 8099549606



air-worldwide.com |

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[Quoted text hidden]

---

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---

**Kedarisetti, Lakshmi D** <LKedarisetti@air-worldwide.com>  
To: Bhavans Placements <placementcellbvc@gmail.com>  
Cc: "Somisetti, Ganesh" <gsomisetti@air-worldwide.com>

Fri, Jan 18, 2019 at 3:05 PM

Hi Seema,

As discussed, attached is the list of shortlisted students for the Interview process.

The interview process is as below:

- Online Test
- Technical Interview
- HR Interview

Please inform the students that they should reach the below venue by 9:30 AM on Jan 22,2019.And below are the documents they need to carry:

- Resume
- 2 Passport size Photographs
- Any Government Id Proof

**Venue:**

Verisk Analytics India Pvt Ltd, d.b.a AIR Worldwide  
2nd Floor, Block C, Divyasree Omega (Google Campus), Kondapur,  
Hyderabad, TS-500081

Contact Person-Deepika Kedarisetti

P.S-I will send the interview call letter to all the students by EOB.

Should you have any queries please reach out to me.

Regards,



Bhavans Placements &lt;placementcellbvc@gmail.com&gt;

**Fwd: RE: AIR Worldwide-Campus Requirement**

1 message

placementcell placementcell <placementcell@bhavansvc.org>  
Reply-To: placementcell placementcell <placementcell@bhavansvc.org>  
To: Bhavans Placements <placementcellbvc@gmail.com>

Thu, Jan 17, 2019 at 3:55 PM

&gt; ----- Original Message -----

&gt; From: "Kedarisetti, Lakshmi D" &lt;LKedarisetti@air-worldwide.com&gt;

&gt; To: placementcell placementcell &lt;placementcell@bhavansvc.org&gt;

&gt; Date: 09 January 2019 at 16:04

&gt; Subject: RE: AIR Worldwide-Campus Requirement

&gt;

&gt; Hi Seema,

&gt;

&gt; Any update on the candidates list who are interested?

&gt;

&gt; Deepika

&gt;

&gt; -----Original Message-----

&gt; From: placementcell placementcell [mailto:placementcell@bhavansvc.org]

&gt; Sent: Monday, January 07, 2019 3:28 PM

&gt; To: Kedarisetti, Lakshmi D &lt;LKedarisetti@air-worldwide.com&gt;

&gt; Subject: RE: AIR Worldwide-Campus Requirement

&gt;

&gt; Dear Lakshmi

&gt;

&gt; We had some technical issues with our mail, we were not able to access the mail in which you have sent the job description. Kindly send us the job description.

&gt;

&gt; thanks and regards

&gt; Dr. Seema Ghosh.

&gt;&gt; On 07 January 2019 at 12:05 "Kedarisetti, Lakshmi D" &lt;LKedarisetti@air-worldwide.com&gt; wrote:

&gt;&gt;

&gt;&gt;

&gt;&gt; Hi Seema,

&gt;&gt;

&gt;&gt; Please refer to my previous email for job descriptions.

&gt;&gt;

&gt;&gt; Selection Process:

&gt;&gt;

&gt;&gt; 1.Online Test(Verbal, Analytical, Numerical) 2.Technical Interview

&gt;&gt; 3.HR Interview

&gt;&gt;

&gt;&gt; Salary Details:

&gt;&gt;

&gt;&gt; Data Services Analyst I-3.8 LPA

&gt;&gt; SQA Engineer I-Will confirm shortly.

&gt;&gt;

&gt;&gt;

&gt;&gt; Regards,

&gt;&gt;

&gt;&gt; Deepika Kedarisetti, AIRS CIR,PRC | Recruiter AIR Worldwide - Human

&gt;&gt; Resources

&gt;&gt; Phone: 040-66002231 | Mobile: 8099549606

&gt;&gt;

&gt;&gt;

&gt;&gt; air-worldwide.com |

&gt;&gt;

&gt;&gt;

&gt;&gt;

&gt;&gt;

&gt;&gt;



>>  
 >>  
 >> -----Original Message-----  
 >> From: placementcell placementcell [mailto:placementcell@bhavansvc.org]  
 >> Sent: Saturday, January 05, 2019 12:57 PM  
 >> To: Kedariseti, Lakshmi D <LKedariseti@air-worldwide.com>  
 >> Subject: Re: AIR Worldwide-Campus Requirement  
 >>  
 >> Dear Lakshmi  
 >>  
 >> Greetings from BVC.  
 >>  
 >> We would like to confirm 22nd January, 2019 for campus placements. Students from loyola academy can also join the drive. Please share with the job description, selection process and compensation details so that we can share with our students.  
 >>  
 >> thanks and regards  
 >> Dr. Seema Ghosh.  
 >>> On 04 January 2019 at 17:25 "Kedariseti, Lakshmi D" <LKedariseti@air-worldwide.com> wrote:  
 >>>  
 >>>  
 >>> Hi Seema,  
 >>>  
 >>> As discussed by Ganesh we have the below requirements.  
 >>>  
 >>> Data Services Analyst I-BSc Maths/Statistics/Computers as the major  
 >>> specialization  
 >>>  
 >>> SQA Engineer I-BSc Computers/BCA  
 >>>  
 >>> Eligibility Criteria-  
 >>>  
 >>> \* 70% throughout academics  
 >>>  
 >>> \* Excellent Communication Skills.  
 >>> \* Willing to sign a service bond for 2 years.  
 >>>  
 >>> Please share the list of students matching the above criteria.  
 >>>  
 >>> We would like to visit your campus on Jan 22,2019.Request you to freeze the date for us.  
 >>>  
 >>> Please be informed that this is a pool campus drive and Loyola college students would also be joining. Request you take necessary approvals from your management.  
 >>>  
 >>> Should you have any queries, please reach out to me.  
 >>>  
 >>>  
 >>> Regards,  
 >>>  
 >>>  
 >>> Deepika Kedariseti, AIRS CIR,PRC | Recruiter AIR Worldwide - Human  
 >>> Resources  
 >>>  
 >>> Phone: 040-66002231 | Mobile: 8099549606  
 >>>  
 >>> [AIR Worldwide]<<http://www.air-worldwide.com/>>  
 >>>  
 >>> [Forbes Global 2000: World's Best  
 >>> Employers]<[https://urldefense.proofpoint.com/v2/url?u=https-3A\\_\\_www.fo](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.fo)  
 >>> rbes.com\_world-2Dbest-2DEmployers\_list\_-23tab-3Arank-5Fsearch-3AVeri  
 >>> sk  
 >>> &d=DwICaQ&c=birp9sjcGzT9DCP3EIAAtLA&r=lfpnVZnw2cVkk89UMKa6ZA-GaxMHOxq  
 >>> c1  
 >>> cH6BQrCtPU&m=IhFjA4r81KhFDsHzLSjVJX-BpiQX8n0po6isdLmq0NU&s=JOPUZ4rLf  
 >>> 8u mAXTpy0oDp5SOs3AtTfiRZFBUDTVEcAE&e=>[Forbes Best Employers For  
 >>> Women]<[https://urldefense.proofpoint.com/v2/url?u=https-3A\\_\\_www.forb](https://urldefense.proofpoint.com/v2/url?u=https-3A__www.forb)  
 >>> es  
 >>> .com\_best-2DEmployers-2Dfor-2Dwomen\_list\_-23search-3AVerisk&d=DwICaQ

But surprisingly haven't received acknowledgement from any of them.

Could you please confirm if you have got any confirmation from the students.

Regards,

---

**Deepika Kedariseti**, AIRS CIR,PRC | Recruiter  
AIR Worldwide - Human Resources

Phone: 040-66002231 | Mobile: 8099549606



air-worldwide.com | 

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**From:** Bhavans Placements [mailto:placementcellbvc@gmail.com]  
**Sent:** Thursday, January 17, 2019 4:04 PM  
**To:** Kedariseti, Lakshmi D <LKedariseti@air-worldwide.com>  
**Subject:** List of interested students-Bhavans College

Dear Lalshmi,

[Quoted text hidden]

[Quoted text hidden]

---

**Kedariseti, Lakshmi D** <LKedariseti@air-worldwide.com>  
To: Bhavans Placements <placementcellbvc@gmail.com>  
Cc: "Somiseti, Ganesh" <gsomiseti@air-worldwide.com>

Fri, Jan 25, 2019 at 12:03 PM

Deepika Kedariseti, AIRS CIR,PRC | Recruiter  
AIR Worldwide - Human Resources

Phone: 040-66002231 | Mobile: 8099549606



air-worldwide.com |



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**From:** Bhavans Placements [mailto:placementcellbvc@gmail.com]  
**Sent:** Thursday, January 17, 2019 4:04 PM  
**To:** Kedariseti, Lakshmi D <LKedariseti@air-worldwide.com>  
**Subject:** List of interested students-Bhavans College

Dear Lalshmi,

[Quoted text hidden]

[Quoted text hidden]

---

 **AIR Worldwide-Shortlisted List.xlsx**  
13K

---

**Kedariseti, Lakshmi D** <LKedariseti@air-worldwide.com>  
To: Bhavans Placements <placementcellbvc@gmail.com>  
Cc: "Somiseti, Ganesh" <gsomiseti@air-worldwide.com>

Mon, Jan 21, 2019 at 10:42 AM

Hi Seema,

Tried reaching you, just to let you know that I have sent call letters to all 32 candidates last week, Friday.

**From:** Bhavans Placements [mailto:placementcellbvc@gmail.com]  
**Sent:** Thursday, January 17, 2019 4:04 PM  
**To:** Kedarisetti, Lakshmi D <LKedarisetti@air-worldwide.com>  
**Subject:** List of interested students-Bhavans College

Dear Lalshmi,

[Quoted text hidden]

[Quoted text hidden]

---

**Bhavans Placements** <placementcellbvc@gmail.com>  
To: "Kedarisetti, Lakshmi D" <LKedarisetti@air-worldwide.com>

Fri, Jan 25, 2019 at 3:58 PM

Dear Lakshmi D

Thanks for your mail. The list which you have shared with us is the final selects or do they have further rounds of interviews.

thanks and regards  
Dr. Seema Ghosh.

[Quoted text hidden]

---

**Kedarisetti, Lakshmi D** <LKedarisetti@air-worldwide.com>  
To: Bhavans Placements <placementcellbvc@gmail.com>

Fri, Jan 25, 2019 at 3:58 PM

These are the final selects.

Deepika

**From:** Bhavans Placements [mailto:placementcellbvc@gmail.com]  
**Sent:** Friday, January 25, 2019 3:58 PM  
**To:** Kedarisetti, Lakshmi D <LKedarisetti@air-worldwide.com>

[Quoted text hidden]

[Quoted text hidden]

---

**Bhavans Placements** <placementcellbvc@gmail.com>  
To: pusmadhas@gmail.com

Fri, Jan 25, 2019 at 4:01 PM

[Quoted text hidden]

---

**Kedarisetti, Lakshmi D** <LKedarisetti@air-worldwide.com>  
To: Bhavans Placements <placementcellbvc@gmail.com>

Mon, Jan 28, 2019 at 3:47 PM

Hi Seema,

Tried reaching you ,but no response .Please inform the below shortlisted students to come to our office tomorrow to collect the offer letters.

Hi Seema,

Please find below shortlisted candidates from the drive.

NAME	Education
Viswa Pranathi Pisapaty	BSc(MSC)
D.Niharika	BSc(MSC)
Keerthana Peruri	BSc(MSC)

We will update you on the further process shortly.

Thanks for the coordination.

Regards,

---

**Deepika Kedarisetti**, AIRS CIR,PRC | Recruiter  
AIR Worldwide - Human Resources

Phone: 040-66002231 | Mobile: 8099549606



air-worldwide.com |

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Bhavans Placements &lt;placementcellbvc@gmail.com&gt;

---

**AIR Worldwide Interview Confirmation**

1 message

---

**Kedarisetti, Lakshmi D** <LKedarisetti@air-worldwide.com>  
Cc: Bhavans Placements <placementcellbvc@gmail.com>

Fri, Jan 18, 2019 at 5:16 PM

Hi,

Greetings from **AIR Worldwide!!!**

Congratulations! I am happy to inform that your interview with AIR Worldwide has been confirmed and we are eager to meet you. I have mentioned the details of your interview schedule below:

**Interview Details –**

- **Date:** Jan 22,2019
- **Time:** 9:30 AM
- **Office Location:**

Verisk Analytics India Pvt Ltd, d.b.a AIR Worldwide

2nd Floor, Block C, Divyasree Omega (Google Campus), Kondapur,

Hyderabad, TS-500081

-

**Contact Person:** Deepika Kedarisetti**Interview process:**

- Online Test (Analytical, Numerical and Verbal)
- Technical Interview
- HR Interview

**Documents to Carry:**

- Resume
- 2 Passport size Photographs
- Any Government Id Proof

Please reach out me for any queries and acknowledge this email.

All the Best!

Regards,



Bhavans Placements &lt;placementcellbvc@gmail.com&gt;

---

**Details required**

4 messages

---

**Chatterjee, Anusua** <Anusua.Chatterjee@broadridge.com>  
To: "placementcellbvc@gmail.com" <placementcellbvc@gmail.com>

Thu, Feb 21, 2019 at 7:24 PM

Hi Seema and Team,

Thank You for all the support provided in the campus.

We are happy to announce that the following are shortlists for offer and we expect them to join on 15<sup>th</sup> Apr 19.

I need the following address and full names for the following shortlisted candidates in an excel please by 12 pm tom pls.

Eruventi Jwala Narasimha Swamy

Nallarala Prashanth Reddy

Siddhanth jain

Peddi suma

Sharanya Avula

Gone Sowmya Reddy

Arthur Mahima Tej

R Varsha

Manjunath K

Mona Sanjay Aire

Anbalagan Premica

Rgds,

Anu

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---

**Bhavans Placements** <placementcellbvc@gmail.com>  
To: "Chatterjee, Anusua" <Anusua.Chatterjee@broadridge.com>

Fri, Feb 22, 2019 at 4:48 PM

Dear Anusua

Thanks you for sharing the list of selects for Broadridge. I shall send the full names and their address in an excel sheet by tomorrow first half.

Regards  
Dr. Seema Ghosh  
[Quoted text hidden]

---

**Bhavans Placements** <placementcellbvc@gmail.com>  
To: "Chatterjee, Anusua" <Anusua.Chatterjee@broadridge.com>

Mon, Feb 25, 2019 at 3:21 PM

Dear Anusua

Greetings from Bhavan's. Please find the enclosed attachment of name and addresses of selected students.

thanks and regards  
Dr. Seema Ghosh.  
[Quoted text hidden]

---

 **Broadridge Select list.xlsx**  
11K

---

**Chatterjee, Anusua** <Anusua.Chatterjee@broadridge.com>  
To: Bhavans Placements <placementcellbvc@gmail.com>

Mon, Feb 25, 2019 at 4:04 PM

Thank You

**From:** Bhavans Placements [mailto:placementcellbvc@gmail.com]  
**Sent:** Monday, February 25, 2019 3:22 PM  
**To:** Chatterjee, Anusua <Anusua.Chatterjee@broadridge.com>  
**Subject:** Re: Details required

EXTERNAL EMAIL

[Quoted text hidden]  
[Quoted text hidden]



Bhavans Placements <placementcellbvc@gmail.com>

## Job Description

3 messages

**Chatterjee, Anusua** <Anusua.Chatterjee@broadridge.com>  
 To: "placementcellbvc@gmail.com" <placementcellbvc@gmail.com>  
 Cc: "seemaghosh7@gmail.com" <seemaghosh7@gmail.com>

Tue, Feb 12, 2019 at 2:10 PM

Hi,

Please find the details

As required kindly check the JD.

Designation : Process Analyst

Education : BBA/ BCom/Mcom/ MBA/PGDM (finance)

Experience : Fresher's

Shifts : Night Shifts

Cab Facility : Yes.

Salary band : 2.45 LPA+ Conveyance Allowance (if don't avail cab facility, its Rs. 3000 pm on pro rata for male candidates) + Night Shift Allowance + Medical insurance (Bangalore)

1.92 LPA+ Conveyance Allowance (if don't avail cab facility, its Rs. 2000 pm on pro rata for male candidates) + Night Shift Allowance + Medical insurance (Hyderabad -MBA /PGDBM)

1.75 LPA+ Conveyance Allowance (if don't avail cab facility, its Rs. 2000 pm on pro rata for male candidates) + Night Shift Allowance + Medical insurance (Hyderabad -B Com/BBA )

### Skills-

Strong knowledge in Finance concepts

Excellent Communication skills

Knowledge in Capital market, stock market

knowledge in post trading and settlement experience

Candidate should be ready for 3 Years Commitment.

We would like to conduct the campus on 20<sup>th</sup> Feb 19 -Pls let us know the details

### Company Description

Broadridge Financial Solutions (India) Private Limited, with 3000 + associates is a fully owned subsidiary of Broadridge Financial Solutions, Inc. ("Broadridge", NYSE: BR) formerly ADP Brokerage Services Group. Broadridge is an industry leader with nearly \$4.3 billion in revenue. We specialize in areas of services to the financial services industry: investor communications and securities processing. Building on its large clientele, and buoyed by a strong leadership at its helm, Broadridge is committed to aggressively pursue its ideals of maintaining product leadership and focus on bringing in more business, driving growth and creating even greater value for its shareholders and associates.

### Our Business

Broadridge develops and maintains world class products providing solutions to a realm of key investment banking services, mainly related to -

- \* Securities Processing Solutions
- \* Investor communication Solutions

Broadridge's product suite spans the breadth of the international retail/ institutional brokerage domain and the Hyderabad division plays a dual role in providing the technical direction for our product range as well as optimizing the end usage of our product functionality. The breadth of our product line is driven by the depth in our intellectual pool comprising of business technologists, product specialists, solution architects, process consultants, designers, developers and operational analysts.

Through our unique best-in-class outsourcing solutions and our highly scalable processing model, we process an average of nearly three million trades per day, and process and distribute more than one billion shareowner communications annually through our industry-leading data centers.

We are uniquely positioned to drive markets to higher levels of efficiency (i.e. Multi-Client, Multi-entity, Multi-currency Solutions) and Transform the Corporate Governance industry (i.e. Communications between issuers and investors or among investors).

We are the Leading Integrated Processing Solutions Provider across the entire Investment Lifecycle. Our differentiated solutions are compelling to clients due to their breadth, flexibility, scale and quality.

Rgds,

Anusua

9963714561

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---

**Chatterjee, Anusua** <Anusua.Chatterjee@broadridge.com>  
To: "placementcellbvc@gmail.com" <placementcellbvc@gmail.com>  
Cc: "seemaghosh7@gmail.com" <seemaghosh7@gmail.com>

Tue, Feb 12, 2019 at 2:28 PM

The interview process

- Online Test
- 1<sup>st</sup> level
- 2<sup>nd</sup> level
- HR Round

[Quoted text hidden]

[Quoted text hidden]

---

**Bhavans Placements** <placementcellbvc@gmail.com>  
To: "Chatterjee, Anusua" <Anusua.Chatterjee@broadridge.com>

Tue, Feb 12, 2019 at 3:03 PM

Dear Anusua

We would like to confirm on 20th Feb 2019.

thanks and regards  
Dr. Seema Ghosh.

[Quoted text hidden]



**Deloitte Tax Services India Private Limited**

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

<http://www.deloitte.com>

**Ms. Susmitha Kollu**  
**H.No:30-269/2/A, Plot No-16, Snc-155, Santoshima Nagar Colony**  
**East Chandragiri, Malkajgiri,**  
**Hyderabad - 500056**

**Subject: Offer of Employment**

**Dear Susmitha Kollu:**

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 is closely aligned with the position of **Tax Consultant I** 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 **May 27, 2019**.

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.5,00,004/-** 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.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs.50,000/-** subject to your reporting for full-time employment on **May 27, 2019**. 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 including and not limited, to amounts in cash and or in kind, which could be referred as rewards, awards, and gifts, as are generally accorded to the employees of the Employer, subject to the applicable taxes, 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 **May 27, 2019**, 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.

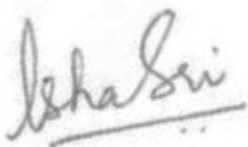
This letter and **Deloitte Tax Services India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

**Susmitha Kollu**, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team.

Sincerely,

**For Deloitte Tax Services India Private Limited**

Best regards,



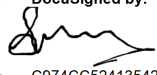
Usha Sri Tangirala  
**Authorized Signatory**

**Ms. Susmitha Kollu**

**Acceptance**

I, **Susmitha Kollu**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:  
  
C974CC524135425...

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## Annexure A

Ms. Susmitha Kollu

Consultant I - Tax

Description	Monthly (Rs. per month)	Annual (Rs. per Annum)
Basic Pay	14,600	1,75,200
House Rent Allowance (HRA)	7,300	87,600
Special Allowance <sup>1a &amp; 1b</sup>	9,452	1,13,424
Leave Travel Allowance <sup>2</sup>	1,460	17,520
Meal Card <sup>3</sup>	2,200	26,400
Differential Allowance(L)	4,855	58,260
Employer's contribution to PF	1,800	21,600
<b>Total Salary (in Rs.)</b>	<b>41,667</b>	<b>5,00,004</b>
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 <sup>4</sup>	1,448	17,378

\* 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/-

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Annexure A

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

<sup>1a</sup> The internet/telephone/mobile bills should be in the Employee's name.

<sup>1b</sup> For claiming vehicle running expenses (Driver / Fuel / Repairs & Maintenance expenses) the vehicle has to be in the name of the Employee and the current tax rules are as under. The above limits will be applicable for all those who are on company car lease program and the below limits will apply for all those who are on self-owned car. In case of company leased car, taxability would be as per the current perquisite valuation rules.

Nature of Expenses	Own Vehicle –Maximum Tax exemption limit per month		
	4 Wheelers (Engine Capacity)		Two Wheelers
	<= 1600 cc	> 1600 cc	
Fuel & Maintenance	Rs. 1,800	Rs. 2,400	Rs. 900
Driver's Salary	Rs. 900	Rs. 900	Not applicable

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.

<sup>2</sup> 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.

<sup>3</sup> Meal Card amount will be credited 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.

<sup>4</sup> 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 may also receive additional benefits including and not limited, to amounts in cash and or in kind, which could be referred as rewards, awards, and gifts, as are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of 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.**



Susmitha Kollu

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 A, 2ND FLOOR, PLOT # 14 & 15 , ROAD # 2, HI-TEC CITY LAYOUT, MADHAPUR, HYDERABAD - 500081, TELANGANA** (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 **May 27, 2019**, 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 India (Offices of the US)** - The following companies shall be deemed to be the affiliates of each other and are collectively referred to as Deloitte India (Offices of the US): (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](http://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](http://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.

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## **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.

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## **3. HARRASSMENT POLICY**

**Administrative Policy Release (“APR”) 213** is the Employer’s policy prohibiting harassment. Deloitte LLP's subsidiaries located in India (“Deloitte India (Offices of the US)”) 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*.

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## **4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS**

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.

Women employees are eligible for maternity benefits as per the recent amendments (2017) in the maternity benefit act, 1961, including having 26 weeks of maternity leave with pay, as applicable.

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## **5. RETIREMENT AGE**

The age of retirement for employees of Deloitte India (Offices of the US) 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 India (Offices of the US)’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.

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## 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](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 India (Offices of the US)'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 **May 27, 2019**, I accept all the terms and conditions of the Employer as stipulated in these Terms and Conditions of Service.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name



Dear **Susmitha Kollu**,

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 **May 27, 2019**. 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



**Deloitte Consulting India  
Private Limited**  
Deloitte Tower 1, Survey No. 41,  
Gachibowli Village, Ranga Reddy  
District,  
Hyderabad – 500 032

Tel: +91 040 67621000  
www.deloitte.com

06/10/2019

**Mr. Harshit Banka**  
**1-2-47/1&2, Tnr'S Vaishnavi Appt, Flat No. 401**  
**Gaganmahal Road, Domalguda,**  
**Hyderabad - 500029**

**Subject: Offer of Employment**

**Dear Harshit Banka:**

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Engagement Controller Analyst** based in **Hyderabad**. 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 **July 15, 2019**.

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.3,00,000/-** 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.

You may also receive additional benefits including and not limited, to amounts in cash and or in kind, which could be referred as rewards, awards, and gifts, as are generally accorded to the employees of the Employer, subject to the applicable taxes, 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 **July 15, 2019**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.



# Deloitte || Calling for Applications || Bhavans Vivekananda College || Full Time Hiring

Joshua Mark (US - Hyderabad) David

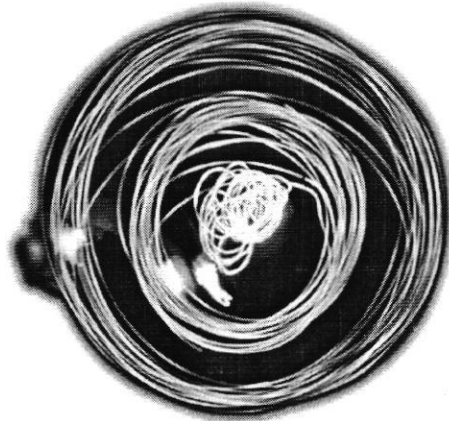
18/8/2018 12:42

To placementcell@bhavansvc.org Copy Asraar (US - Hyderabad) Hyder, Kanchan (US - Hyderabad) Pillay

12 attachments View Download

- RMS Registration Link\_APS.pdf (160 KB)
- Sample Questions\_Combined.pdf (1.3 MB)
- AA\_EC\_JD\_UG\_Final.pdf (120.5 KB)
- Associate Analyst\_JD\_Final.pdf (116.8 KB)
- image001.png (14.5 KB)
- image003.png (439.9 KB)
- image005.png (6.1 KB)
- image007.png (6.6 KB)
- image009.png (6.8 KB)
- image011.png (7.7 KB)
- image013.png (7.2 KB)
- image015.png (7.4 KB)

Deloitte in India | August 17 2018



## Every challenge has its rules and patterns

*Eligibility criteria and profile details*

Dear Ms. Seema,

Thank you for your time and cooperation with us. As per our discussion, below are the eligibility requirements for the available positions at Deloitte

in India (Offices of the U.S.).

**Profile: Associate Analyst – Deloitte USI Consulting**

**Eligibility Criteria:**

- BSc. Electronics, Maths & Computer Science/Physics, Maths & Electronics/Physics, Maths & Computer Science
- BCA
- BSc. Computer Science
- 2019 Graduates only
- No active backlog
- Aggregate CGPA of 6.5 or 60% in graduation

Please refer to the attachment for the details of the profile being offered. The compensation set for the requisite role is **Rs. 3, 30,000**.

<b>Registration Link:</b>	<a href="https://dt.taleo.net/careersection/10181/jobdetail.ftl?lang=en&amp;job=S19HCAADJ-BVC">https://dt.taleo.net/careersection/10181/jobdetail.ftl?lang=en&amp;job=S19HCAADJ-BVC</a>
<b>Link to our Video Job Description:</b>	<i>Document Attached</i>

**Profile: Associate Analyst – Engagement Controller Practice**

**Eligibility Criteria:**

- B.Com/BBA/BMS (Finance) 2019 Graduating batch only
- No active backlog
- Aggregate CGPA of 6.5 or 60% in graduation

Please refer to the attachment for the details of the profile being offered.

<b>Registration Link:</b>	<a href="https://dt.taleo.net/careersection/10181/jobdetail.ftl?lang=en&amp;job=S19HCPCDJ-BVC">https://dt.taleo.net/careersection/10181/jobdetail.ftl?lang=en&amp;job=S19HCPCDJ-BVC</a>
<b>Job Description:</b>	<i>Document version attached</i>

The compensation set for the requisite role is **Rs. 3, 30,000**.

**Dynamics concerning the work profiles:**

The **shift timings** would be as per job description.

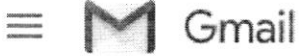
**No contract** will signed at the time of employment.

Please share the link with all the students, as it is mandatory for them to register through this link in order to appear for the process. The attached document will guide them through the online registration procedure

**Important dates for the process :**

- Registration End Date : 26<sup>th</sup> August 2018

Sr. No.	Gender	First Name	Last Name	Email ID
1	Ms.	Rasheedunissa	Begum	rasheedunissa1397@gmail.com
2	Mr.	Regoti	Goud	pgoud52@gmail.com
3	Mr.	ABHILASH	MEKALA	abhimb79@gmail.com
4	Ms.	Vazzula	Neha	vaz.neha1995@gmail.com
5	Mr.	Alok	Kumar	therealalokshahi@gmail.com
6	Mr.	Abhishek	Koyada	koyada28abhishek@gmail.com



Search mail



# Fwd: Deloitte USI Tax | Bhavans Hyderabad | Internship Offe

**Bhavans Placements** <placementcellbvc@gmail.com>  
to me

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

From: **Arya, Sakshi (US - Delhi)** <sakarya@deloitte.com>

Date: Sat, Jan 19, 2019 at 10:55 AM

Subject: Deloitte USI Tax | Bhavans Hyderabad | Internship Offer Confirmation

To: [seemaghosh7@gmail.com](mailto:seemaghosh7@gmail.com) <[seemaghosh7@gmail.com](mailto:seemaghosh7@gmail.com)>, [placementcellbvc@gmail.com](mailto:placementcellbvc@gmail.com) <[placem](mailto:placementcellbvc@gmail.com)

Cc: Raparthi, Sujith (US - Hyderabad) <[sraparthi@deloitte.com](mailto:sraparthi@deloitte.com)>, Pani, Ritwik (US - Hyderabad) <

No  
Sta

Deloitte Tax in India | Jan 19, 2019

S.No	College Name	College City		Title/Designation
1	ABC University	Hyderabad		Associate Analyst
	Please input your campus name	Please input the name of the city where your campus is located	Full Name	To be filled in by the recruiter
1	Bhavans Vivekananda College	Hyderabad	Nikita Kalwani	Associate Analyst
2	Bhavans Vivekananda College	Hyderabad	Sravanthi Chaganti	Associate Analyst
3	Bhavans Vivekananda College	Hyderabad	Sravan Chandrabhatla	Associate Analyst
4	Bhavans Vivekananda College	Hyderabad	Yash Jain	Associate Analyst
5	Bhavans Vivekananda College	Hyderabad	Divya Ravinutala	Associate Analyst
6	Bhavans Vivekananda College	Hyderabad	Rahul Nathany	Associate Analyst
7	Bhavans Vivekananda College	Hyderabad	Jyotsna T G	Associate Analyst
8	Bhavans Vivekananda College	Hyderabad	Rajshri Suresh	Associate Analyst
9	Bhavans Vivekananda College	Hyderabad	Uttej Rao	Associate Analyst
10	Bhavans Vivekananda College	Hyderabad	Majeti Sivani	Associate Analyst
11	Bhavans Vivekananda College	Hyderabad	Harshit Banka	Associate Analyst

Shreeya (US - Hyderabad) Verma <shrverma@deloitte.com>

7/8/2018 15:12

## Deloitte Tax Internship 2018 | Pre Placement Offers | Bhavan's Vivekananda College, Hyderabad

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

Deloitte Tax in India | August 7, 2018



### **Locking on the right grid**

#### Pre Placement Offers

Dear Mahindra Sir,

Thank you for participating in the 2018 Deloitte Tax Campus Internship program.

On behalf of Deloitte Tax, we would like to thank you for all your support and collaboration. We truly value the



Shreeya (US - Hyderabad) Verma <shrverma@deloitte.com>

31/7/2018 12:24

Deloitte Tax | JD + Eligibility Criteria + Compensation + Branding  
Panelist and Logistics | August 07, 2018 | Bhavan's Vivekananda  
College, Hyderabad

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

---

Deloitte Tax in India\* | July 31 2018



## Branding logistics

Dear Mahendra Sir,

We at Deloitte aim at reinventing the workplace for tomorrow's realities. Your time and cooperation is valuable as we recruit our future talent and build a strong association with your institution.

As discussed, we will be visiting your campus for branding session on **August 07, 2018 at 10:00 AM.**

As per our discussion, below are the eligibility requirements of the **Tax Consultant-I** profile at Deloitte Tax in India.

<b>Eligibility Criteria</b>
<b>Graduation:</b> Full time B. Com / BBA / BBM / BMS
<b>Post-Graduation:</b> MBA Finance A candidate should either have a major in Finance or a dual specialization i.e., equal no. of credits in Finance & any other specialization
<b>Qualifying percentage:</b> 60% in MBA (basis the results declared, as on date of application) without any active arrears/backlogs

- Please refer to the attachment for the details of the profile being offered. The compensation set for the requisite role is **INR 6,00,000.**

Request you to please help with the following logistical arrangements for the branding session:

1. Auditorium / Seminar hall / Classroom for the sessions
2. Projector /screen
3. Slide changer
4. Audio / video arrangements (Since there will be videos that we will play)

**Ram Wudaprasta, Tax Senior Manager** will share our vision for the team and give tips on how to carve a successful career at Deloitte.

Please find the details of Talent spoc traveling for the event below:

**Shreeya Verma: +91 9594588728**

We request you to share the number of people attending the session.

The registrations will open after the branding process has been conducted on campus. Post the registration closure, we will get back to you with the list of shortlisted students and guide you along the testing process.

SNo.	First Name	Last Name	Email ID
1	ERUVAKA	JAYARAMAKRISHNA	jayaramkrishna1102@gmail.com
2	KARAN	KSHEERSAGAR	karan.k1009@gmail.com
3	VISHAL	MACHARALA	macharlavishal7@gmail.com
4	Shankarshana	T	shankarshana240297@gmail.com

Sr. No.	First Name	Last Name	Email ID
1	Puja	Kumari	kumaripuj96@gmail.com

relationship with your esteemed institution and hope to maintain and enhance our collaboration every year.

**We are delighted to announce Pre Placement Offers to the below mentioned students of your campus.**

They created an impact with his enthusiasm, willingness to learn and performance.

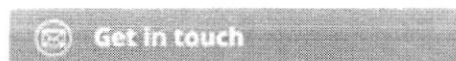
1. Ashish Kumar Chowdhary
2. Gaikwad Bharath Kumar
3. Leander Arthur Duarte
4. Nihal Yadav
5. Praneetha Maligi
6. Saipraneetha B
7. Siva Sindhura Mandalapu
8. Sri Vijitha Venkata Sai Marella
9. Susmitha Kollu
10. Yash Agarwal

**We congratulate the interns who have received the PPOs.**

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

Best regards,

**Campus Team**



\*Deloitte Tax in India" means Deloitte Tax Services India Private Limited.

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- Online Test Date: 27<sup>th</sup> August 2018
- Final Campus Process Date: 29<sup>th</sup> August 2018

Post your intimation, we will get back to you with the list of shortlisted students and further details regarding the process.

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

Best regards,

**Campus Team**



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# Deloitte.

## Associate Analyst – Job Description

**Are you a quick learner with the willingness to work with new technologies? Do you have an analytical mindset? At Deloitte, we deliver solutions to clients who are pioneers in the fields of technology. Here, innovative practices are designed through world class service.**

### Work you'll do

Associate Analysts at Deloitte are expected to develop strong technical skills in the system/ technology area you are working in. As a part of the onboarding process on projects, you are provided with training/awareness aimed at building proficiency in the role. It involves development of technical and behavioral skills as per defined proficiency levels (as per the Expectation Framework), understanding of the organization specific tools and methodologies and focused capability building on communication excellence as per Deloitte standards.

- Work on projects of moderately complex scope
- Report on common sources of technical issues or questions and make recommendations accordingly
- Communicate key findings to project team leader and extended project network (as applicable)
- Work towards improvisation and monitoring - delivering better value to the customer

### Qualifications

Required:

- BSc (Computer Science or IT)
- BCA
- BSc Mathematics/Statistics

Preferred:

- 0-1 Year experience with technology (can include certification/ internship projects)
- Basic understanding of relational database management systems
- Basic understanding of testing tools and unit test scripting

### What we do

We invent the unimagined. We build something great, then strive to make it even better. We help lead others—our team members, collaborators, and clients—to greatness. And above all, we work to understand each client's ambitions and help them get there. We do this as a team of more than 30,000 professionals working in services designed to change the future of cities, of work, of mobility, of business, of everything. In fact, our professionals serve more than 20 different industry sectors and multiple levels of government.

Broadly speaking, our consulting work is segmented into three competencies—talent & organization performance, strategy and operations, and technology.

### **How do we do it differently**

We look for people who look at the world differently, the ones with a keen ability to see opportunities where others don't and then implement the right solutions to seize on those opportunities. We call it "looking again." It's kind of our superpower.

### **Our impact as a place to work**

What we do for our clients, we strive to do for our own people: make an impact that matters. We are regularly recognized as a top employer across a range of categories, including inclusion, well-being, innovation, leadership, and places to start your career. To learn more, check out our latest accolades.

### **How you'll grow**

At Deloitte, we've invested a great deal to create a rich environment in which our professionals can grow. We want all our people to develop in their own way, playing to their own strengths as they hone their leadership skills. And, as a part of our efforts, we provide our professionals with a variety of learning and networking opportunities— including exposure to leaders, sponsors, coaches, and challenging assignments—to help accelerate their careers along the way. No two people learn in exactly the same way. So, we provide a range of resources including live classrooms, team-based learning, and eLearning. DU: The Leadership Center in India, our state-of-the-art, worldclass learning Center in the Hyderabad offices is an extension of the Deloitte University (DU) in Westlake, Texas, and represents a tangible symbol of our commitment to our people's growth and development. [Explore DU: The Leadership Center in India](#)

### **Benefits**

At Deloitte, we know that great people make a great organization. We value our people and offer employees a broad range of benefits. [Learn more about what working at Deloitte can mean for you.](#)

### **Deloitte's culture**

Our positive and supportive culture encourages our people to do their best work every day. We celebrate individuals by recognizing their uniqueness and offering them the flexibility to make daily choices that can help them to be healthy, centered, confident, and aware. We offer well-being programs and are continuously looking for new ways to maintain a culture that is inclusive, invites authenticity, leverages our diversity, and where our people excel and lead healthy, happy lives. [Learn more about Life at Deloitte.](#)

## **Corporate citizenship**

Deloitte is led by a purpose: to make an impact that matters. This purpose defines who we are and extends to relationships with our clients, our people and our communities. We believe that business has the power to inspire and transform. We focus on education, giving, skill-based volunteerism, and leadership to help drive positive social impact in our communities. [Learn more about Deloitte's impact on the world.](#)

### **About Deloitte**

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# Deloitte.

## Associate Analyst

**Are you a quick learner with the willingness to work with new technologies? Do you have an analytical mindset? At Deloitte we deliver solutions to clients who are pioneers in the fields of technology. Here, innovative practices are designed through world class service.**

### Work you'll do

The Engagement Controller Practice assists engagement leadership in managing the financial operations of the entire engagement lifecycle so that engagement teams can focus on client deliverables. Engagement Controllers are client service professionals specializing in financial, logistical and operational control for engagement and account management.

Engagement Controllers support Consulting, Audit, Tax and Advisory projects. With engagement billing rates at a fraction of most functional resources, Engagement Controllers provide exceptional value for the results achieved. Engagement Controllers play an important business advisory role in the engagement lifecycle from pricing to revenue recognition to profitability analysis.

Engagement Controllers provide a number of key services to add value across the entire engagement lifecycle:

- Support Firm Policies and Pricing
- Establish engagement finances and logistics
- PMO Support, Finance Advisory and Analysis
- Closing Activities

### Qualifications

#### Required:

- B.Com
- BBA
- BMS

#### Preferred:

- Proficiency with the entire Microsoft Office Suite, including intermediate to advanced Excel and PowerPoint skills (Excel certification will be required post-hire);
- Ability to handle multiple tasks in a fast-paced environment;
- Strong and proactive oral and written communication skills;
- Outstanding attention to detail and adherence to deadlines;
- Ability to work effectively, both independently and as a member of a team;
- Ability to "think outside the box" while identifying problems and developing creative solutions;
- Experience working in a financial analysis role;

## **Responsibilities:**

Associate Analysts (AA) are responsible for supporting one or more consulting teams through successful management of the financial analysis and reconciliation process and the implementation of engagement management controls. On any given assignment, the AA may be responsible for:

- Perform various financial analyses, such as reconciliations and variance analysis;
- Support preparation of budgets and forecasts to engagement and track financial metrics such as revenue, expense, etc;
- Track expenditures and perform the client bill and receivable collection functions;
- Assist with the execution of engagement management office (EMO) functional tasks, and support the production of a variety of management reports;
- Interact regularly with Engagement Controller lead/supervisor to present various analyses, discuss recommendations and provide engagement financial advice;
- Understand and utilize standard processes for engagement management, quality management, and risk management.

## **What we do**

We invent the unimaginable. We build something great, then strive to make it even better. We help lead others—our team members, collaborators, and clients—to greatness. And above all, we work to understand each client's ambitions and help them get there. We do this as a team of more than 30,000 professionals working in services designed to change the future of cities, of work, of mobility, of business, of everything. In fact, our professionals serve more than 20 different industry sectors and multiple levels of government.

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Asraar (US - Hyderabad) Hyder <ashyder@deloitte.com>

17/9/2018 11:36

## Confirmation of verbal offers | Bhavans

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

Kanchan (US - Hyderabad) Pillay <kanpillay@deloitte.com> •

Joshua Mark (US - Hyderabad) David <josdavid@deloitte.com>

Deloitte in India | September 2018



### List of selected candidates

Dear Team,

Thank you for participating in the 2018 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 collaboration.**

As a follow-up to our **6** 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 **20<sup>th</sup> September 2018**.

We will be reaching out to each of the selected candidates for key information/documents to release the offer.

We look forward to receive further details on the next steps. Please feel free to write to us if you have any questions.

Best regards,

**Campus Team**

 Get in touch



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- Bhavans\_VerbalOffer.xlsx (23 KB)
- image002.png (9 KB)
- image004.png (294 KB)

S.No	College Name	College City	Title/Designation	Prefix	Candidate First Name	Candidate Last Name
1	ABC University	Hyderabad	Associate Analyst	Mr.	John	Peter
	Please input your campus name	Please input the name of the city where your campus is located	To be filled in by the recruiter	Please input only Mr./Ms	Please input the candidate's first name as per their Govt. ID proof	Please input the candidate's last name as per their Govt. ID proof

Example

1	Bhavan's Viveka	Hyderabad	Associate Analyst	Mr.	Adi	Vishnu
2	Bhavan's Viveka	Hyderabad	Associate Analyst	Ms.	Nihitha	Balerao
3	Bhavan's Viveka	Hyderabad	Associate Analyst	Mr.	Chetan	Sharma
4	Bhavan's Viveka	Hyderabad	Associate Analyst	Mr.	Gadameedi	Kumar
5	Bhavan's Viveka	Hyderabad	Associate Analyst	Mr.	Gande	Avinash
6	Bhavan's Viveka	Hyderabad	Associate Analyst	Mr.	Kartik	Kasibhatla

Usha Gayathri Sattiraju <[usha.sattiraju@energytech-global.com](mailto:usha.sattiraju@energytech-global.com)>

29/11/2018 15:50

## Re: Campus Recruitment - 2019 - EnergyTech Global

To [placementcell@bhavansvc.org](mailto:placementcell@bhavansvc.org) Copy ETG-HR <[hr@energytech-global.com](mailto:hr@energytech-global.com)>

---

Ignore the above message.

Dear Seema,

Thank you very much for all your assistance. I really appreciate the student coordinators help and I am sure we will be contacting you for your assistance with our next Campus selections. Below are the list of selected students from yesterday's drive. We have issued the offer letters as well to the students at the conclusion of the event.

1. Esther - B.Com (Comp) -Roll No - 107240216101
2. Ch.Sravya - Bsc (Elecs) -Roll No - 107247416013
3. C Sai Tarun - B.Com (Comp) -Roll No- 107240216007
4. A Chandra Kala - B.Com (Comp) - 107240216030
5. Gayathri Balaga - B.Com (Hons) - 107220716064

Request you to ensure that these students come and join us immediately after completing the exams (before 1 June 19).

Regards,

**Usha**

HR Manager

+91 9100788983

---

**EnergyTech Global**

NSIC Business Park,

Module No: 404, EMDBP Building,

ECIL P.O, Hyderabad - 500062

Web: <http://www.energytech-global.com/>

On Thu, Nov 29, 2018 at 1:44 PM Usha Gayathri Sattiraju <[usha.sattiraju@energytech-global.com](mailto:usha.sattiraju@energytech-global.com)> wrote:

Dear Seema,

Thank you very much for all your assistance

I really appreciate the students help and I am sure we will be contacting you for your assistance with our next event

Regards,

**Usha**

HR Manager

+91 9100788983

---

**EnergyTech Global**

NSIC Business Park,

Module No: 404, EMDBP Building,

ECIL P.O, Hyderabad - 500062

Web: <http://www.energytech-global.com/>

Thank you for sharing the details. Attached is the updated sheet for your reference. We have filtered a few names in the list since we have put a cut off of 75% for the students.

Regards,

**Usha**

HR Manager

+91 9100788983

**EnergyTech Global**

NSIC Business Park,

Module No: 404, EMDBP Building,

ECIL P.O, Hyderabad - 500062

Web: <http://www.energytech-global.com/>

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

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

Date: Thu, Nov 22, 2018 at 7:03 PM

Subject: Re: Campus Recruitment - 2019 - EnergyTech Global

To: Usha Gayathri Sattiraju <[usha.sattiraju@energytech-global.com](mailto:usha.sattiraju@energytech-global.com)>

Dear Rachel

PFA the list of interested students for Energy Tech Campus Placement on 28th Nov 2018.

Thanks and regards

Dr. Seema Ghosh

Placement Coordinator

BVC

> On 19 November 2018 at 11:10 Usha Gayathri Sattiraju <[usha.sattiraju@energytech-global.com](mailto:usha.sattiraju@energytech-global.com)> wrote:

>

>

> Dear Seema,

>

> As discussed with Rachel, please provide the list and details of students who will be interested to attend the drive in the attachment.

>

>

> Regards\*, \*

> \*Usha \*

> HR Manager

> +91 9100788983

> —

> \*EnergyTech Global\*

> NSIC Business Park,

> Module No: 404, EMDBP Building,

> ECIL P.O, Hyderabad - 500062

> Web: <http://www.energytech-global.com/>

>

>

> On Thu, Nov 1, 2018 at 12:01 PM placementcell placementcell <

> [placementcell@bhavansvc.org](mailto:placementcell@bhavansvc.org)> wrote:

>

>> Dear Usha

>>

>> We would like to confirm 28th November for the placement drive at our campus.

>>

>> thanks and regards

>> Dr. Seema Ghosh.

>>

>

>  
>> On 22 October 2018 at 18:15 Usha Gayathri Sattiraju <  
>> [usha.sattiraju@energytech-global.com](mailto:usha.sattiraju@energytech-global.com)> wrote:  
>>>  
>>>  
>>> Dear Seema Ghosh,  
>>>  
>>> We are interested to visit your campus for recruitment this year on \*28th  
>>> November 2018.\* We will be offering INR 250000 p. a. for selected  
>>> candidates.  
>>>  
>>> Please go through the complete details of the position in the attached  
>> file.  
>>>  
>>> We would love to recruit students from your college. Waiting to hear from  
>>> you.  
>>>  
>>> Regards\*, \*  
>>> \*Usha \*  
>>> HR Manager  
>>> +91 9100788983  
>>> \_\_\_\_\_  
>>> \*EnergyTech Global\*  
>>> NSIC Business Park,  
>>> Module No: 404, EMDBP Building,  
>>> ECIL P.O, Hyderabad - 500062  
>>> Web: <http://www.energytech-global.com/>  
>>

Mr./Ms. Manoj  
Hyderabad

11- October -18

## Offer for Analyst in Risk Advisory Services

Dear Manoj,

Congratulations!

We are pleased to offer you a position of Analyst in Risk Advisory Services

- **Entity** : Ernst & Young LLP
- **Location** : Hyderabad  
The job location is tentative and you are liable to be posted at any location in India.
- **Fixed CTC** : INR 3,50,000 (Rupees three lakh fifty thousand only)
- **Date of Joining** : Your joining date will be communicated to you closer to your joining period.

We understand that you will be appearing for your **Final exams** this year. Your selection and this offer is subject to your clearing **Final exams in [May – June 2019]**. In case you are unsuccessful in clearing the said exam, this offer will be automatically considered withdrawn and invalid. You will be required to submit your passing/clearing certificate for the said exam, for the confirmation of your appointment.

A detailed offer letter will be issued to you on your date of joining. Please sign and return the duplicate copy of this letter, as a token of your acceptance.

We look forward to a long and mutually beneficial association with you.

Yours sincerely,  
For Ernst & Young LLP



ChandraSekhar P

Authorised Signatory

I hereby accept the position and terms and conditions of employment offered.

Signature  Date 23/10/18





Ernst & Young LLP  
Oval Office, 18, Labs Centre  
HITECH City, Madhapur  
Hyderabad-500 081  
India

Tel: +91 40 6736 2000  
Fax: +91 40 6736 2200  
ey.com

Mr/Ms Vedant Bagu  
Hyderabad

28-AUG-2018

## Offer for Analyst in Risk Advisory Services

Dear VEDANT

Congratulations!

We are pleased to offer you a position of Analyst in Risk Advisory Services

- > Entity : Ernst & Young LLP
- > Location : Hyderabad  
The job location is tentative and you are liable to be posted at any location in India
- > Fixed CTC : INR 3,50,000 (Rupees three lakh fifty thousand only)
- > Date of Joining : Your joining date will be communicated to you closer to your joining period.

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We look forward to a long and mutually beneficial association with you

Yours sincerely,  
For Ernst & Young LLP

ChandraSekhar P

Authorised Signatory

I hereby accept the position and terms and conditions of employment offered.

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



Ernst & Young LLP  
Civic Office, 18, Jobs Centre  
HITECH City, Madhapur  
Hyderabad-500 081  
India

Tel: +91 40 6736 2000  
Fax: +91 40 6736 2200  
ey.com

Mr/Ms Vedant Bayu  
Hyderabad

28-AUG-2018

## Offer for Analyst in Risk Advisory Services

Dear VEDANT

Congratulations!

We are pleased to offer you a position of Analyst in Risk Advisory Services.

- > Entity : Ernst & Young LLP
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Yours sincerely,  
For Ernst & Young LLP

  
ChandraSekhar P

Authorised Signatory

I hereby accept the position and terms and conditions of employment offered.

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



Building a better  
working world

Ernst & Young LLP  
Oval Office, 1B, Labs Centre  
Hitech City, Madhapur  
Hyderabad 500 081  
India

Tel: +91 40 6736 2000  
Fax: +91 40 6736 2200  
ey.com

Mr. Ms. Hemanth Reddy  
Hyderabad

28-Aug-2018

## Offer for Analyst in Risk Advisory Services

Dear HEMANTH

Congratulations!

We are pleased to offer you a position of Analyst in Risk Advisory Services

- Entity : Ernst & Young LLP
- Location : Hyderabad  
The job location is tentative and you are liable to be posted at any location in India.
- Fixed CTC : INR 3,50,000 (Rupees three lakh fifty thousand only)
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We understand that you will be appearing for your **Final exams** this year. Your selection and this offer is subject to your clearing **Final exams in [May – June 2019]**. In case you are unsuccessful in clearing the said exam, this offer will be automatically considered withdrawn and invalid. You will be required to submit your passing/clearing certificate for the said exam, for the confirmation of your appointment.

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Yours sincerely,  
For Ernst & Young LLP

ChandraSekhar P

Authorised Signatory

I hereby accept the position and terms and conditions of employment offered.

Signature

Date

28/08/18

Kalyani Maharana &lt;kalyani.maharana@in.ey.com&gt;

29/8/2018 15:01

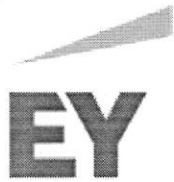
## Bhavans Campus - Shortlisted List

To placementcell placementcell &lt;placementcell@bhavansvc.org&gt;

Dear Mam,

Please find below the shortlisted candidates list during our visit:

Candidate Name	Team	Location
Vedant Bagri	TMT Risk Internal Audit	Hyderabad
K Hemanth Reddy	TMT Risk Internal Audit	Hyderabad
Adnan M Chakwata	TMT Risk Internal Audit	Hyderabad
Abhishek Pradhan	TMT Risk Internal Audit	Hyderabad

**Kalyani Maharana | Associate | Human Resources**

Ernst &amp; Young Services Pvt. Ltd.

The Oval Office, 18, iLabs Centre, Madhapur, Hyderabad, 500081, Andhra Pradesh, India

Mobile: 8886890923 | [kalyani.maharana@in.ey.com](mailto:kalyani.maharana@in.ey.com)

EY/Comm: 43159

Website: <http://www.ey.com>

The information contained in this communication is intended solely for the use of the individual or entity to whom it is addressed and others authorized to receive it. It may contain confidential or legally privileged information. If you are not the intended recipient you are hereby notified that any disclosure, copying, distribution or taking any action in reliance on the contents of this information is strictly prohibited and may be unlawful. If you have received this communication in error, please notify us immediately by responding to this email and then delete it from your system. The firm is neither liable for the proper and complete transmission of the information contained in this communication nor for any delay in its receipt.

- image001.gif (11 KB)

<b>Analyst</b>	Cost to Company (CTC)	3,50,000
	Gratuity (15 days of Basic; after completion of 5 years of service)	6,923
	<b>Total Cost to Company</b>	<b>3,56,923</b>
<p><b>Note: Apart from this you would also be covered under the mediclaim and personal accident insurance as per firm's policy</b></p>		



Building a better  
working world

Ernst & Young LLP  
Global Office, 1B, ILabs Centre  
HITECH City, Madhapur  
Hyderabad-500 081  
India

Tel: +91 40 6736 2000  
Fax: +91 40 6736 2200  
ey.com

Duplicate  
copy

Mr. Hemant Reddy  
Hyderabad

28-Aug-2018

## Offer for Analyst in Risk Advisory Services

Dear HEMANTH

Congratulations!

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- Fixed CTC : INR 3,50,000 (Rupees three lakh fifty thousand only)
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We look forward to a long and mutually beneficial association with you.

Yours sincerely,  
For Ernst & Young LLP

ChandraSekhar P

Authorised Signatory

I hereby accept the position and terms and conditions of employment offered.

Signature  Date 28/08/18

12/06/2019

SOMA SRILATHA  
H-NO: 3-7  
Balaji nagar  
kapra

## Offer of Employment

Dear SOMA SRILATHA

Congratulations!

We are pleased to confirm our offer of employment to you in our organization as Research Analyst with effect from 17 June, 2019 . You will be based in our India, Hyderabad, DVS, SEZ-1 – Orion B4; FL 7,8,9,11 (Hyderabad - Divyasree 3) 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 Cost to the Company is **INR 2,56,030** 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 2 working days of receipt of this letter, after which period this offer shall lapse automatically.



**FACTSET** › SEE THE ADVANTAGE

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.

## **ANNEXURE-A**

**NAME:** SOMA SRILATHA

**JOB TITLE:** Research Analyst

**DEPARTMENT:** Content Operations India - NRTF - Doc Acquisition

### **MONTHLY AMOUNTS**

6,416.67 BASIC SALARY

#### **ALLOWANCES:**

2,566.666667HOUSE RENT ALLOWANCE

7,950.00 SPECIAL ALLOWANCE

1,400.00 STATUTORY BONUS

**18,333.33TOTAL FIXED BASE SALARY**

#### **BENEFITS:**

1800 EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND

871 EMPLOYER ESI

23.00 PERSONAL ACCIDENT INSURANCE

308.64 GRATUITY

**21,336 TOTAL COST TO THE COMPANY**

### **YEARLY AMOUNTS**



Bhavans Placements &lt;placementcellbvc@gmail.com&gt;

**Fwd: FactSet - RA - Final Selects**

1 message

seema ghosh <seemaghosh7@gmail.com>  
To: placementcellbvc@gmail.com

Mon, Mar 11, 2019 at 4:00 PM

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

From: **Hari Kishen Saparapu** <hsaparapu@factset.com>  
Date: Mon, Mar 11, 2019 at 3:56 PM  
Subject: FactSet - RA - Final Selects  
To: seema ghosh <seemaghosh7@gmail.com>  
Cc: T V N R Satyendra Kumar <stiruvuru@factset.com>

Dear Madam,

Appended list of candidates selected for RA position.

Regards,

Hari Kishen Saparapu

Lead Recruiting Specialist

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

hsaparapu@factset.com

www.factset.com/careers

**FACTSET** › SEE THE ADVANTAGE

FINANCIAL DATA | ANALYTICS | TECHNOLOGY | SERVICES

*FactSet is an Equal Opportunity Employer (EOE) and strongly supports diversity in the workforce*

 **Bhavans Selects.xlsx**  
16K

UG

S.N	Student FactSet Registration Number	First Name	Contact Number	E-mail ID	DOB (dd/mm/yyyy)	Gender	Graduation Stream	Grad College	Grad University	Grad cgpa / 10	Grad Year of Passing	PG Stream	PG College	PG University	PG %	PG of Passing
1	201902001	Ch. Vasundhara	8143116236	chvasu23@gmail.com	23-Aug-96	Female	B.Com (Ho	Bhavans Vi	OU	75	2017	M.B.A II y	Bhavans Vi	OU	80	2019
2	201902003	Ratnakar Lankapally	8790740857	ratnakarlankapalli@gmail.com	4-Mar-96	Male	B.Com (Ho	Avinash	OU	74.4	2017	M.B.A II y	Bhavans Vi	OU	86	2019
3	201902004	Sheik shahanaj	9581232201	Sheikshahanaj@gmail.com	22-Jul-96	Female	B.Com (Reg	Css reddy	Nannaya University	64.5	2016	M.B.A II y	Bhavans Vi	OU	90	2019
4	201902009	Gajja.naveengoud	7032067568	Naveengoud8197@gmail.com	6-Apr-99	Male	B.Com (Cor	Bhavans vi	OU	77	2019	NA	NA	NA	NA	
5	201902011	V.Ravi Teja	7981935988	v.raviteja9791@gmail.com	8-Feb-97	Male	B.Com (Cor	Bhavans Vi	O.U	80.40%	2017	M.B.A II y	Bhavans Vi	OU	###	2019
6	201902012	Srilatha	7702925486	Srilathasoma25@gmail.com	5-Feb-99	Female	B.Com (Cor	Bhavans vi	Aut	8.4	2019	NA	NA	NA	NA	
7	201902014	G.sowmya	7660931521	Sowmyagundla46@gmail.com	19-Feb-97	Female	B.Com (Cor	Geethanjal	OU	75	2017	M.B.A II y	Bhavans Vi	OU	90	2019
8	201902021	T. Dattu kumari	7386979147	dattukumari96@gmail.com	20-Jan-97	Female	B.Com (Ho	Bhavans Vi	OU	80	2019	NA	NA	NA	NA	
9	201902024	Himateja	9963265294	Lakkinenihimateja97@gmail.com	1-Oct-97	Female	B.Com (Reg	DRS degree	Kakatiya university	84	2017	M.B.A II y	Bhavans Vivekanar		8.4(0	2019
10	201902032	K.priyanka Reddy	7842120194	kothagadipriyanka22@gmail.com	29-Sep-97	Female	B.Com (Reg	Swathi deg	OU	75%	2017	M.B.A II y	Bhavans Vi	OU	8.4	2019
11	201902033	Yedla Deeksha	7093151535	yedladeeksha@gmail.com	4-Dec-98	Female	B.Com (Ho	Bhavans Vi	OU	82.6	2019	NA	NA	NA	NA	
12	201902050	ujjwal goyal	8125283273	goyalujjwal773@gmail.com	19-Jul-89	Male	B.Com (Reg	bhavans vi	OU	8.9	2019	NA	NA	NA	NA	
13	201902053	Sandeep sammeta	9949881297	sandeepsammeta@gmail.com	30-May-95	Male	B.Com (Reg	Gouthami	OU	65	2017	M.B.A II y	Bhavans Vi	OU	6.5	2019

14	201902056	B.Supriya kasyapa	8179754447	supriya.kasyapa@gmail.com	9-Apr-97	Female	B.Com (Cor	Vasundhary	Kakatiya Universit	75	2017	M.Com II	Bhavans Vi	OU	###	2019
15	201902057	Shaik Salma	8501073215	salmask22786@gmail.com	22-Aug-98	Female	B.Com (Ho	Bhavans Vi	Aut	8.5	2019	NA	NA	NA	NA	NA
16	201902060	Ch.Vikhitha	8639952399	vikhitha.chilukuri@gmail.com	5-Aug-97	Female	B.Com (Reg	Shree Uma	OU	74.71	2017	M.B.A II y	Bhavans Vi	OU	80	2019
17	201902069	V.vishal	9052330807	Vydhulavishal01@gmail.com	10-May-95	Male	BBA III year	Gandikota	Kakatiya university	52	2016	M.B.A II y	Bhavans Vi	OU	70	2019
18	201902077	S.P.Neehalika Bavya	9121689257	neehalikabavya55@gmail.com	1-Dec-95	Female	BBA III year	Vignana Jy	OU	82%	2017	M.B.A II y	Bhavans Vi	OU	###	2019
19	201902080	P.Alekhy	9700029184	alekhyallu07@gmail.com	13-Nov-98	Female	B.Com (Ho	Bhavans Vi	Bhavans Vivekana dana college	8.1	2019	NA	NA	NA	NA	NA
20	201902086	DEVARA SOUMYA SREE	9177619397	devara.soumya@gmail.com	15-Jul-96	Female	B.Com (Reg	SR DEGREE	kakatiya university	83%	2017	M.B.A II y	Bhavans Vi	OU	###	2019
21	201902087	Ramayampet saikumar	9542092010	saaekumargoudr@gmail.com	13-Aug-96	Male	B.Com (Reg	R.K Degree	Telangan a	72%	2017	M.B.A II y	Bhavans Vi	OU	###	2019
22	201902089	Akshaya balaji	9703943767	akshayabalaji99@gmail.com	10-Feb-99	Female	B.Com (Cor	Bhavans vi	Aut	8.3	2019	NA	NA	NA	NA	NA
23	201902093	K.Mounika	8374299758	monika29jn@gmail.com	29-Jun-95	Female	B.Com (Cor	Kasturba g	OU	7.5	2017	M.B.A II y	Bhavans Vi	OU	7.3	2019
24	201902095	Garlapati Kundan	8801545480	garlapatikundan3612@gmail.com	12-Jul-99	Male	BBA III year	Bhavns coll	O.U	80	2019	NA	NA	NA	NA	NA
25	201902116	Ch.Madhu	7674828455	madhukanna00000@gmail.com	12-Sep-98	Male	B.Com (Ho	Bhavans vi	Bhavans vivekana nda degree college	6.9	2019	NA	NA	NA	NA	NA
26	201902117	Y.Srujana	9704160828	srujanayedla08@gmail.com	20-May-99	Female	B.Com (Ho	Bhavans vi	Bhavans vivekana nda degree college	8.1	2019	NA	NA	NA	NA	NA

UG

27	201902119	Priya kumari	8125629220	pk76548.36200@gmail.com	12-Oct-97	Female	B.Com (Cor	Bhavans vi	OU	80	2019	NA	NA	NA	NA	
28	201902126	Vasundhara kamalla	8096503592	Vasundarakamalla@gmail.com	3-Jan-96	Female	B.Com (Cor	Bhavanâ€™	OU	81%	2017	M.B.A II y	Bhavans Vi	OU	###	2019
29	201902133	Amala	7702195644	amalarose15@gmail.com	15-Aug-96	Female	B.Com (Reg	Bhavans vi	OU	81	2017	M.B.A II y	Bhavans Vi	OU	82	2019
30	201902135	Gannu Supriya	9700010636	supriyagannu95@gmail.com	6-Oct-95	Female	B.Com (Reg	Bharathi de	Kakatiya university	86.20%	2017	M.B.A II y	Bhavans Vi	OU	###	2019
31	201902136	Gujjaru Apoorva	8985106910	appugujjaru96@gmail.com	27-Aug-96	Female	B.Com (Cor	Madeena U	Kakatiya Universit	78.2	2017	M.B.A II y	Bhavans Vi	OU	83	2019
32	201902138	Pooja	9100229006	poojap9006@gmail.com	11-Jul-19	Female	B.Com (Ho	Bhavans	Aut	74	2019	NA	NA	NA	NA	
33	201902140	Md.samreen	8125512445	Samreencool1998@gmail.com	23-Jul-98	Female	B.Com (Cor	Bhavans Vi	OU	8.8	2019	NA	NA	NA	NA	
34	201902141	Chandrakala	9160671620	chandrakalareddy29@gmail.com	29-Mar-98	Female	B.Com (Cor	Bhavans Vi	OU	82	2019	NA	NA	NA	NA	
35	201902142	Kakaraparathi Anjali	9703283572	anjalinsk444@gmail.com	5-Jan-97	Female	B.Com (Cor	Bhavans vi	OU	85	2019	NA	NA	NA	NA	
36	201902144	B Pooja	8978429070	pooja1010singh@gmail.com	10-Oct-96	Female	B.Com (Reg	Bhavans vi	OU	74	2017	M.B.A II y	Bhavans Vi	OU	88	2019
37	201902150	Akshay Deep Kalal	9032102757	akshaydeep2504@gmail.com	24-May-96	Male	B.Com (Cor	Bhavans Vi	OU	75	2019	NA	NA	NA	NA	
38	201902153	M. Sai Kumar	8341119222	munnangisaikumar@gmail.com	14-Apr-95	Male	B.Com (Cor	Gauthami	OU	66	2016	M.B.A II y	Bhavans Vi	OU	7.5	2019
39	201902171	Maheshwari	7288991170			FEMALE	B.COM					MBA	Bhavans Vi	OU	8.2	2019
40	201902172	Goutham	9951005262			Male	B.COM					MBA	Bhavans Vi	OU	8.1	2019

## placementcell

---

**From:** Hari Kishen Saparapu <hsaparapu@factset.com>  
**Sent:** Thursday, November 01, 2018 7:57 PM  
**To:** placementcell placementcell  
**Cc:** Tirumala Reddy Koduri; Satyendra V. Tiruvuru  
**Subject:** FactSet - Campus Placements - 2019 Batch  
**Attachments:** Client Solutions Advisor Job Description\_India.pdf; Copy of Student Details (3).xlsx

Dear Team,

We are interested in interviewing & subsequently hiring the B.Com/MBA/M.Com students with Finance specialty who will be **passing out in 2019** from your esteemed college.

Appended is the JD, placements and students details form.

Request you send us the details of placements and all the registered students as per the append tracker(Excel Sheet). We will confirm the dates of placements after receiving the students details.

Job Location : Hyderabad

CTC : INR 3,80,000 will be offered to the candidates. Below is some information regarding FactSet:

Please note that we are looking for candidates with very good communication and finance skills.

### 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. Founded in 1978 and operating from 60 locations worldwide employing nearly 9000 people, FactSet has over \$1.1 Billion in annual revenues and is headquartered in Norwalk, Connecticut. 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, and is dual-listed on the NASDAQ under the same symbol -integrated financial and economic information to the investment management and banking industries.

### 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 60 locations. 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 "Best Companies to Work For", and Business Week's "Best Places to Launch a Career."

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



factset

PG

**Hari Kishen Saparapu** <hsaparapu@factset.com>

to me, seemaghosh7@gmail.com

Hi Team,

Please note that below candidates are final selects, we will send offers to these candidates by next m

SNO	FIRST NAME	LAST NAME	GENDER	CONTACT NUMBER	EMAIL
✓ 1	Nithisha	Pitla	Female	7995061362	<a href="mailto:nithishapitla@gmail.com">nithishapitla@gmail.com</a>
✓ 2	GAURAV	PAUL	Male	9581769260	<a href="mailto:gauravpaul02@gmail.co">gauravpaul02@gmail.co</a>
✓ 3	C MAMTHA	RATHORE	Female	9985071222	<a href="mailto:mamthaudavat1995@gr">mamthaudavat1995@gr</a>

Request you to block these candidates for FactSet.

Regards

Noted.

Sure, will do that.

Not interested.

No re  
Start

Reply

Reply all

Forward





factset

A meeting invitation will be sent to all the candidates marking placement team.

142

**Interview Date** : 23 Jan 2019

**Interview Time** : 5:30 PM

**Interview SPOC** : Hari Kishen Saparapu

Request all the candidates to prepare on go through company website and JD before coming for an in

SNO	FIRST NAME	LAST NAME	GENDER	CONTACT NUMBER	EMAIL
1	GUJJARU	APOORVA	Female	8985106910	<a href="mailto:appugujjaru96@gmail.com">appugujjaru96@gmail.com</a>
2	Nithisha	Pitla	Female	7995061362	<a href="mailto:nithishapitla@gmail.com">nithishapitla@gmail.com</a>
3	ANOOSHA	KUNTAMALLA	Female	9441131236	<a href="mailto:anooshakb9@gmail.com">anooshakb9@gmail.com</a>
4	GAURAV	PAUL	Male	9581769260	<a href="mailto:gauravpaul02@gmail.com">gauravpaul02@gmail.com</a>
5	VIKRAM	KALLEM	Male	9052743445	<a href="mailto:kallemvikramreddy@gmail.com">kallemvikramreddy@gmail.com</a>
6	C MAMTHA	RATHORE	Female	9985071222	<a href="mailto:mamthaudavat1995@gmail.com">mamthaudavat1995@gmail.com</a>
7	RATNAKAR	LANKAPALLY	Male	8790740857	<a href="mailto:ratnakarlankapalli@gmail.com">ratnakarlankapalli@gmail.com</a>
8	Gone Sowmya	Reddy	Female	8688322746	<a href="mailto:sowmyareddy2905.sc@gmail.com">sowmyareddy2905.sc@gmail.com</a>
9	Swetha	Potukuchi	Female	9866887005	<a href="mailto:swetha.potukuchi@gmail.com">swetha.potukuchi@gmail.com</a>
10	Sowmya	gundla	Female	7660931521	<a href="mailto:sowmyagundla46@gmail.com">sowmyagundla46@gmail.com</a>

No re  
Start

Regards,

Hari Kishen Saparapu

Lead Talent Acquisition Specialist



FRANKLIN TEMPLETON  
INVESTMENTS

Private & Confidential

*Congratulations and a Warm Welcome!!!*

March 04, 2019

Preeti Dayama,  
Hyderabad.

Subject: Offer of Employment

Dear Preeti,

It is our pleasure to offer you the position of **Graduate Trainee Operations** as per the terms and conditions set out in this letter.

**Appointment:**

You will be employed with Franklin Templeton International Services India Pvt. Ltd. (the "Company"), a subsidiary of Franklin Resources, Inc. (Franklin Resources, Inc. and its subsidiaries and affiliates (including the Company) shall hereinafter be collectively referred to as "Franklin").

Your job title will be **Graduate Trainee Operations**. Your employment with the Company shall commence on or before **June 18, 2019** failing which this offer of employment would stand withdrawn.

Your employment shall be in force till such time as may be determined by the terms of this Appointment Letter or any other policies that may be in force from time to time, or upon you reaching the age of retirement as per the Company's policy, whichever is earlier. For the purpose of this clause, the age of retirement is 60 years.

You will generally perform your duties primarily from FT Park facility in Hyderabad, India. However, the Company reserves the right on one or more occasions to assign, reassign, transfer or relocate you to other areas, departments or offices of Franklin.

**Probation:**

You are required to serve a 6-month probationary period from the date of employment. During this period, your supervisor will regularly review and assess your performance. In the event that either you or the Company wishes to terminate your employment during the probationary period, either party may terminate this agreement by serving to the other party not less than one month's notice in writing or by making payment in lieu thereof. The Company reserves the right to extend the probationary period for better assessment of your performance and conduct.

**Compensation & Benefits:**

The detailed break-up of your annual compensation is provided in the Annexure – 1 & 2 enclosed with the Employment Agreement.

Your compensation shall be governed by the tax laws of Govt. of India and any Income Tax on Employment shall be solely borne by you.



**FRANKLIN TEMPLETON  
INVESTMENTS**

Franklin Templeton International Services (India) Pvt. Ltd.  
Franklin Templeton Park, Plot No. 13/23, Financial District,  
Nanakramguda Village, Sarilingampally Revenue Mandal,  
Hyderabad, Telangana - 500 019  
Phone: +91-40-48667 1000, Fax: +91-40-48667 1010

**Working Hours:**

You will be required to work in shifts, based on the operational needs of your department. However, your working hours might be adjusted from time to time, as determined by your supervisor. By accepting this offer of employment you have given your consent to work in shifts as per operational needs.

**Company regulations:**

You will be subject to staff policies and regulations as determined by the Company from time to time. These include HR Policies, Code of Conduct, relevant Personal Trading Policies, and such other policies and regulations in effect at any given time, as described on the HR & Personnel website. The Company reserves the right to amend its staff policies and regulations as appropriate without giving prior notice to employees. The policies and procedures, however, do not form part of these terms of employment and you acknowledge that they do not provide you with any contractual right or entitlement.

**Data Privacy**

By signing this agreement, you acknowledge and agree that any personal information and data which you supply to the Company, or which is received by the Company with your consent, may be retained by the Company for any purposes related to your employment under this agreement. Such information and data may be used by the Company and may be transferred to any company within the group or our appointed agents, whether locally or overseas, only in connection with your employment.

**Confidentiality:**

This offer is conditional upon your acceptance of the Company's Confidentiality / Employment agreement, a copy of which is attached for you to sign.

**Background Check:**

Your employment with the Company is subject to the successful completion of your background verification and the facts stated by you. You also agree that the Company shall be entitled to terminate your employment with immediate effect on account of any falsification of document(s) provided or misleading information you may have provided to the Company.





**Franklin Templeton International Services (India) Pvt. Ltd.**  
Franklin Templeton Park, Plot No. 18-23, Financial District,  
Nanakramguda Village, Serilingampally Revenue Mandal,  
Hyderabad, Telangana - 500 019.  
Phone : +91-40-6697 1000, Fax: +91-40-6697 1010

**Maternity Benefit:**

Pursuant to the Maternity Benefit (Amendment) Act 2017 read in furtherance to the Maternity benefit Act, 1961, should you be a female employee, you would be entitled to the following maternity benefits:

**Maternity Leaves:**

1. You shall be entitled to 26 (Twenty Six) weeks of paid maternity leaves of which not more than eight weeks shall precede the date of your expected delivery.
2. If you were to legally adopt a child below the age of 3 (three) months or if you are a commissioning mother, then you shall be entitled to a maternity benefit for a period of 12 (Twelve) weeks from the date the child is handed over to you as the case may be.

**Work from home:**

1. You shall be allowed to work from home on such terms as may be mutually agreed to between you and the Company.

**Termination:**

In the event that either you or the Company wish to terminate this agreement, the same can be done by either party serving not less than two months' notice to the other party in writing or by making payment equivalent to two months' gross salary in lieu thereof. Your notice period waiver or payment in lieu will be at the sole discretion of the Company.

In the event that you leave the services of the Company within one year of joining, you shall be required to pay back the Company any kind of direct joining expenses incurred for you at the time of joining. For the purpose of this clause, joining expenses mean the relocation allowance, travel expenses, expenses incurred for relocation assistance such as accommodation, notice pay reimbursements etc., as applicable. These amounts shall be on actual basis and not prorated.

The Company reserves the right to terminate this agreement at any time without any prior notice if it has reasonable grounds to believe you are guilty of misconduct, persistent unpunctuality, neglect of duty, material breach of any terms of your employment. Any delay by the Company in exercising such right of termination shall not constitute a waiver of that right.

Upon termination of your services with the Company, you shall settle all your dues prior to the last working day and obtain clearance from all concerned departments. The Company will initiate your full and final settlement upon the receipt of the duly filled in final clearance form, and dues, if any, shall be credited to your salary account.

The company reserves the right not to release your relieving letter till the settlement of all dues from you to the company and satisfactory handover of the responsibilities and the Company's assets is complete.



**Franklin Templeton International Services (India) Pvt. Ltd.**  
Franklin Templeton Park, Plot No. 18-23, Financial District,  
Nanakramguda Village, Sarilingampally Revenue Mandal,  
Hyderabad, Telangana - 500 019.  
Phone : +91-40-6697 1000, Fax: +91-40-6697 1010

**Other Terms & Conditions:**

1. You agree to sign undertakings as may be required by the Company from time to time.
2. Your employment with the Company will be in the nature of full time employment and you shall not undertake any other part time or full time employment of any nature, without prior approval from the Company.
3. You agree that you are currently not a party to any such agreement which restricts you from accepting this offer and subsequently joining the Company. Further, you agree that your acceptance of this offer will not conflict with, result in a breach of, or constitute a default under any agreement, order, judgment or decree of any kind to which you are a party or by which you are bound. In the unfortunate event of such a conflict or breach, you also agree that this shall be deemed completely as your responsibility and the Company will no way be responsible for any such breach or conflict.
4. The Company shall be entitled to revoke this offer or terminate your employment, with immediate effect and without notice or liability, if any of the conditions laid down of your employment are not fulfilled or completed to the satisfaction of the Company.

This Agreement shall be governed by and construed in accordance with the laws of India and the Courts of Hyderabad shall have the exclusive jurisdiction to try all matters arising between the parties hereof.

This offer letter, along with the Annexures appended, the Confidentiality Agreement and the other documents which you are required to sign upon joining, constitutes the entire agreement between parties with respect to the subject matter of this offer and supersedes all previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Company or its affiliates.

As a token of your acceptance of this offer, kindly bring a duly signed duplicate copy of the same on the date of joining.

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

Sincerely,  
For Franklin Templeton International Services (India) Pvt. Ltd.,

**Kalyan Vadrevu**  
Manager – Human Resources

\_\_\_\_\_

"I confirm that I have read and fully understand the above terms and conditions. I confirm acceptance of this offer"

Name:..... Signed.....

Date:..... Place.....

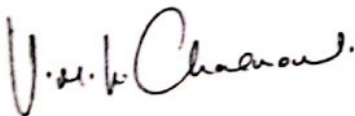


**Annexure I**

<b>Name :</b>	Preeti Dayama
<b>Job Title :</b>	Graduate Trainee Operations
<b>ISC Title :</b>	Graduate Trainee Operations

Compensation Break-Up		
Component	Rs. Per Annum	Rs. Per Month
Basic	123,750	10,313
HRA	61,875	5,156
Special Allowance	72,575	6,048
Statutory Bonus	16,800	1,400
<b>Gross</b>	<b>275,000</b>	<b>22,917</b>
Lunch Coupons	9,600	800
PF (Company Contribution)	21,600	1,800
Gratuity	5,952	496
*Target Performance Bonus	41,250	-
<b>CTC</b>	<b>353,402</b>	<b>26,013</b>
In addition to these, you shall also be eligible for following benefits:		
**Reimbursement of Interest on Soft Loan -- Loan limit - Up to		50,000
**Floater Medical Insurance Cover		500,000
**Life Insurance Coverage		600,000
**Accident Insurance Coverage (Up To)		825,000
Investment-Related Benefits: You will be eligible to participate in the Franklin Templeton Employee Stock Investment Plan (ESIP). The Employee Stock Investment Plan (ESIP) provides employees the opportunity to purchase Franklin Resources, Inc. (BEN) common stock at a 15% discount off the fair market value through convenient payroll deductions. Employees may choose to contribute between 1-10% of their base, but no more than USD 22,500 per plan year.		
*Target Performance Bonus: This is not a guaranteed but an indicative value of the bonus payable and is subject to change based on your performance/rating. The actual bonus paid shall be determined at the end of the performance year and shall be subject to Company's and your performance.		
** Please read policy for further details		

for **FRANKLIN TEMPLETON INTERNATIONAL SERVICES (I) PVT. LTD:**



**Kalyan Vadrevu**  
Manager - Human Resources



Franklin Templeton International Services (India) Pvt. Ltd.  
Franklin Templeton Park, Plot No. 18/20, Financial District  
Banakranganuda Village, Sarilingampally Revenue Mandal,  
Hyderabad, Telangana - 500 015  
Phone : +91-40-6697 1000, Fax : +91-40-6697 1010

#### Annexure II

1. Basic salary shall be used for calculating your Provident Fund Contribution, Gratuity, Leave Encashment and other salary related calculations as may be needed from time to time.
2. You will be paid House Rent Allowance with your monthly salary, which shall be 50% of your Basic Salary. This component shall be taxed as per the Income Tax Rules of Govt. of India.
3. Apart from the cash components in your salary, your salary may also have reimbursement components on your salary break-up, such as LTA, as explained in Annexure - 1. These amounts are payable to you as reimbursement on production of necessary bills/ documents and taxed as per the Income Tax rules of Govt. of India.
4. The Company will contribute 12% of your Basic Salary towards the Provident Fund contribution as prescribed in Employees Provident Fund and Miscellaneous Provisions Act, 1952. An equal amount will be deducted from your monthly salary as your contribution towards the Provident Fund.
5. The Company will make contributions to the Gratuity Trust as per the provisions of The Payment of Gratuity Act, 1972.
6. As per the most recent Employees State Insurance Act (ESIC), you will be covered under the Act if your monthly gross earning (Allowances) is less than or equal to twenty one thousand per month. The total ESIC contribution would be 6.5% of your monthly gross earning (Allowances) out of which employee (your) contribution would be 1.75% and employer (FT) contribution would be 4.75%.
7. Apart from the fixed compensation, you will be eligible to participate in the Company's Annual Incentive Compensation Plan (AIP) if you are hired prior to July 1 of the plan year. The figure given in your salary break-up is only the target bonus. Annual bonus awards are based upon Company and individual performance and are variable and not guaranteed. The Company reserves the right, in its sole discretion to amend/cancel the Plan at any time in whole or in part and there is no contractual obligation on payment. You must continue to be employed by the Company on the date of payment to be eligible to participate in AIP.
8. You will be eligible to apply for a soft loan on completion of six months with the company. Your eligibility is defined in your Salary break up. We have a tie-up with an external bank and they shall have the discretion to disburse the loan based upon your credit history and eligibility as defined by the bank. On disbursement of the loan, the entire EMI (Principal + Interest) shall be recovered from your salary and paid to the bank. The Company will pay back the interest portion to you as a taxable earning component with the same payroll. Refer policy document for more details.
9. As per the current insurance policy, the Company shall cover you for life insurance amounting to twice your annual Gross Salary. The premium for this shall be paid by the Company. Full cover over the Free Cover Limit will (Life Cover & Critical Illness Cover) commence only after completion & acceptance of the Underwriting Formalities by the insurance company.
10. You shall also be covered under Group Personal Accident Insurance Policy, upto three times your annual Gross Salary as per the current insurance policy in place. The premium for this shall be paid by the Company.
11. You, your spouse, children between 0 to 21 years of age shall be covered under medical insurance coverage of upto Rs. 500,000. Your parents would be covered under the medical insurance after you complete two years in the Company.



### Annexure III

THIS CONFIDENTIALITY AGREEMENT (the "Agreement") is entered on June 18, 2019 by and between, Franklin Templeton International Services (India) Pvt. Ltd., a Company duly incorporated under the Companies Act, 1956, having its business at Franklin Templeton Park, Plot No.18-23, Financial District, Nanakramguda, Gachibowli, Hyderabad – 500 019 (the "Company"), and Preeti Dayama ("Employee"). In consideration of the commencement and/or continuation of Employee's employment and the compensation paid to Employee, Employee hereby acknowledges and agrees with the Company as follows:

For the purpose of this Agreement, the term "Confidential Information" shall mean and include information that is confidential and proprietary to the Company, which the Company has, will develop or compile, including, without limitation, all customer pricing information, profit and loss statements, the Company's or Employee's productivity data, financial models and computer software programs, source or object code, electronic trading platforms, Company's products, product information about traders and other customer representatives, trading records, client lists (including Employee's rolodex or other personal files), information about direct communication lines, line lists, screen systems and wiring instructions, Company's business prospects and opportunities (including the prospects and opportunities that Employee pursue on behalf of Company during the course of their employment with Company), all other information about any customer (including, without limitation volume discounts, details of trading volumes, details of discounts and operating costs, trading philosophy and trading patterns) to whom Company, its affiliates or their respective businesses provided services during Employee's employment with Company and any other confidential or proprietary information of Company (hereinafter collectively, "Confidential Information").

#### **PART 1 - EFFECTIVENESS**

This Agreement shall become effective on the earlier of (i) the date of commencement of Employee's employment with the Company, or (ii) the date and time at which any Confidential Information was or is first disclosed to Employee.

#### **PART 2 - PROTECTION OF COMPANY'S CONFIDENTIAL INFORMATION**

##### **2.1 Confidential Information**

The Company has and will develop, compile and own certain proprietary techniques and confidential information, which have great value in its business. The Company may be disclosing Confidential Information to Employee in the course of his or her employment. Confidential Information includes not only information disclosed by the Company but also information developed or learned by Employee during the course of his or her employment with the Company. Confidential Information is to be broadly defined and includes all proprietary information which has or could have commercial value or other utility in the business in which the Company is engaged or contemplates engaging or the unauthorized disclosure of which could be detrimental to the interests of the Company, whether or not such information is identified as Confidential Information by the Company. By example all information concerning databases, source code, object code, assemblers, generators, compilers, subroutine libraries and other computer programs, products, processes, formulas, trade secrets, innovations, inventions, discoveries, improvements, techniques, research or development and test results, specifications, data, know-how formats, marketing plans, business plans, strategies, forecasts, unpublished financial statement, budgets, projections, and customer and supplier identities, characteristics and agreements.



**2.2 Protection of Confidential Information:**

Employee agrees that at all times during or subsequent to his or her employment, he or she will hold in trust, keep confidential and not disclose to any third party or make any use of the Company's Confidential Information whether directly or indirectly, except for the benefit of the Company or any of its affiliates and in the course of his or her employment in the Company. Employee further agrees not to cause the transmission, removal or transport of Confidential Information from the Company's places of business or such other place of business specified by the Company, without prior written approval of the Management or such other authorized agent of the Company as designated in writing by the Management.

Employee also agrees that before, during and after his/her employment by Company, all Confidential Information will remain Company's property, and he/she must deliver any such Confidential Information in tangible or electronic form or copies thereof that are or may be in his/her possession or control to the Company upon the termination of their employment in accordance with this employment offer letter, or at any earlier time requested by the Company.

Employee agrees that all programs, systems, system specifications, flow diagrams, inventions, discoveries, improvements, processes, methods, practices, techniques, compounds, works-in-progress, formulae, data, derivative works, hardware, software, and other developments (hereinafter referred to as "Inventions") conceived, created, discovered or developed by the Employee, solely or jointly with others, during the term of its employment, and which are capable of being used in or relate to or affect any business of the Company (including any reasonably foreseeable evolution thereof), and any patents, copyrights, trademarks and other intellectual property resulting from or issued thereupon, shall be fully and promptly disclosed by the Employee to the Company and shall be the sole and absolute property of the Company free of any reserved or other rights of any kind on their part. To the extent that any such Invention shall be copyrightable in any jurisdiction, and to the extent that any such copyrightable Invention does not meet the standards for a "work made for hire" in any such jurisdiction, this Agreement shall be considered an assignment of such copyright to the Company. Employee agrees that at all times; any such Invention shall be Confidential Information, and thus subject to the terms of this employment agreement. Employee further agrees to and shall execute and promptly deliver to the Company all documents requested and deemed necessary by the Company to secure, register or record Company's ownership over such Invention (including any copyright or patent rights thereto) in any jurisdiction, without further compensation payable to the Employee but at the expense of the Company. Such documents shall be sufficient to convey, without limitation, title to the copyrights and to any patent rights available for any Inventions made.

**2.3** The Employee agrees that this Agreement shall govern all the communications relating to Information between the parties hereto. The obligations set forth in this Agreement shall bind the parties from the date of disclosure of Information and such obligations shall survive the termination or earlier expiration of this Agreement.

FRANKLIN TEMPLETON  
INVESTMENTS

### PART 3 - TERMINATION OF EMPLOYMENT

3.1 Delivery of Documents and Data Upon Termination of Employment: In the event of termination (voluntary or otherwise) of Employee's employment with the Company, Employee agrees, promptly and without request, to deliver to and inform the Company of all documents and data pertaining to his or her employment and the Company's Confidential Information, whether prepared by Employee or otherwise coming into his or her possession. Employee will not retain any written or other tangible material containing any information concerning or disclosing any other Company's Confidential Information.

3.2 Obligations of Employee Subsequent to Employment: In the event of termination (voluntary or otherwise) of Employee's employment with the Company, Employee agrees that he or she will protect the value of the Company's Confidential Information and prevent the misappropriation or disclosure thereof. Employee will not disclose or use to his or her benefit (or the benefit of any third party) or to the detriment of the Company any Confidential Information.

for FRANKLIN TEMPLETON INTERNATIONAL SERVICES (I) PVT. LTD:



Name: Kalyan Vadrevu

Date:

for EMPLOYEE:

Name: Preeti Dayama

Date:



Teja Soujanya Chimta &lt;teja.chimta@franklintempleton.com&gt;

4/10/2018 19:22

## Final Selects - Student Details

To placementcell placementcell <placementcell@bhavansvc.org> Copy  
 ISC Staffing <iscstaffing@franklintempleton.com>

Hello Seema,

Below are the selected candidates.

Request you to provide the selected students details as per the attached tracker and their resumes. We will be using the same data to print the offer letters.

Name	Education
Peddaboodhi Navya Sree	MBA
Kanaka Durga.K	M.Com
Irfan Farooq	MBA
Leema Maria lype	MBA
Boini Divyaja	MBA
Preeti Dayama	MBA
K.Supriya	MBA
Kattula Venkata Shirisha	MBA

Regards

Teja Soujanya CH

Talent Acquisition

Human Resources

HY-North Block, Grd Fl, FT Park

**Franklin Templeton Investments**

Cisco Ext: 8132493

Direct tel: +91 40 66972493

[teja.chimta@franklintempleton.com](mailto:teja.chimta@franklintempleton.com)

[www.franklintempleton.com](http://www.franklintempleton.com)



**FRANKLIN TEMPLETON  
 INVESTMENTS**

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.

Under new Data Protection regulations in Europe your personal information may be subject to our EU specific Privacy & Cookies Notice which you can read [here](#), regardless of where the information originates. Depending on your location, other privacy laws and regulations may also apply to you.



PUSHPALATHA POOSA &lt;pusmadhas@gmail.com&gt;

---

**Fwd: Regarding Mou**

1 message

---

**seema ghosh** <seemaghosh7@gmail.com>  
To: PUSHPALATHA POOSA <pusmadhas@gmail.com>

Fri, Feb 19, 2021 at 11:52 AM

Sent from my iPhone

Begin forwarded message:

**From:** Bhaskar Niraghatam <niraghatam@gmail.com>  
**Date:** 15 March 2019 at 11:11:11 AM IST  
**To:** seema ghosh <Seemaghosh7@gmail.com>  
**Subject:** Fwd: Regarding Mou

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

From: **Raj Sharma** <raj.s@gkblabs.com>  
Date: Thu, 7 Feb 2019, 10:45 am  
Subject: Regarding Mou  
To: niraghatam <niraghatam@gmail.com>

Dear Sir

Greetings of the day .

We would like to know Status of Mou .

It takes me Immense Pleasure to inform That One candidate has been selected ( Mathew ) .

We want to know when can you send us Remaining 5 candidates who were absent on that day to our office .

Thanking You  
Regards  
Raj Sharma

4/26/2021

Gmail - Fwd: Regarding Mou

8919589404





May 03, 2019

HR/BP/0519/415883

**Ms. Sandhya Kumari Sharma**  
 30-284/92/1, oldsafilguda,  
 P.B. NAGAR, SECUNDERABAD,  
 Hyderabad-500056

**Letter of Appointment**

Dear Sandhya,

- 1.0 Appointment:** We are pleased to offer you an **Appointment** in our company as **"Trainee Process Consultant"** 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 **May 03, 2019**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on HGS.
- 3.0 Initial Posting & Reporting:** Your initial posting in the normal course will be **Hyderabad** and you will 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 (10<sup>th</sup> Standard) and highest educational / professional 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 tax deduction / Paid in the current financial year; PAN Card Copy.
  - 4.6 Photocopy of Passport, if available.
  - 4.7 Photocopy of your Aadhaar Card with number
  - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
  - 4.9 ESIC Number of previous employment
  - 4.10 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 attached here with as Annexure - I. The said terms shall (and as maybe modified from time to time) be applicable to you.

Please sign and return a copy of this letter within 3 days of receipt as a token of your acceptance.

Yours sincerely,

*S. Sai Prasad*

**Sai Prasad Samudrala**  
**Deputy Manager - Human Resources**  
**Hinduja Global Solutions Limited**

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

Signature: \_\_\_\_\_

Name: \_\_\_\_\_

Date: \_\_\_\_\_

**Encl: Annexure - I & II**

HINDUJA GLOBAL SOLUTIONS LIMITED.

3rd Floor, Wing - B, Purva Summit, Survey No. 8, Kondapur Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad - Telangana - 500 084. Ph : +91- 40 - 4766  
 Regd. Office: Hinduja House, No. 171, Dr. Annie Besant Road, Worli, Mumbai - 400 018, India. Telephone: 91-022-2496 0707, Fax: 91-22-2497 4208, Website: www.teamh

Corporate Identity Number:L92199MH1995PLC084610

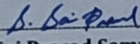




ANNEXURE II - SALARY & ALLOWANCES				
Candidate Name		Sandhya Kumari Sharma		
Designation		Trainee Process Consultant		
Grade		PC2	Location	Hyderabad
Components		w.e.f - DOJ		
		"A" FIXED		
Basic			6,190	74,280
House Rent Allowance			2,476	29,712
Shift Allowance			5,000	60,000
Skill Allowance			1,810	21,720
<b>"A" Sub-total - Gross Pay</b>			<b>15,476</b>	<b>1,85,712</b>
		"B" RETIRAL BENEFITS		
Advance against Statutory Bonus			516	6,190
Provident Fund (@ 12% of Basic Pay) - Employer's Contribution			743	8,916
Gratuity (@ 4.81% of Basic Pay)			298	3,576
ESIC Contribution (@ 4.75% on earned Gross pay) - Employer's Contribution			760	9,120
<b>"B" Sub-total - Retiral benefits</b>			<b>2,317</b>	<b>27,804</b>
<b>Total Salary Cost (A + B)</b>			<b>17,793</b>	<b>2,13,516</b>
		"C" VARIABLE PAY		
Performance Incentives (@ 100% of given achievement targets)			2,000	24,000
<b>"C" Sub-total - Variable</b>			<b>2,000</b>	<b>24,000</b>
<b>Total Cost to Company (A + B + C)</b>			<b>19,793</b>	<b>237,520</b>
		"D" INSURANCE / OTHER BENEFITS		
<b>Total Cost to Company: (A + B + C + D)</b>			<b>19,793</b>	<b>237,520</b>
<b>Benefit / Scheme</b>		<b>Description</b>		<b>Value / PA</b>
Performance Incentives		Will be paid upon completion of anniversary / annual appraisal (@100%).		Rs. 24,000 pa**
Subsidized Transport Service		An indicative cost of Rs.16,200/-Per annum towards transport subsidy is incurred by the employer for commuting between home to office and back. Facility to avail but no encashment is given if not availed.		Rs. 24,000 pa**
Group Insurance in Lieu of EDLI (Under PF Act)		An Insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employees term, to his Nominee/Family:		Rs. 6,02,000.00*
Group Personal Accident		You are covered under group personal accident insurance policy of the company for a sum of -		Rs. 6,00,000.00**
Group Term Life		You are covered under Group Term Life Insurance policy of the company for a sum of -		Rs. 1,00,000.00**
ESI Scheme		Self and your dependent family members as declared will be covered under the Employees State Insurance (ESI) Act.		As applicable*p.m
Gratuity		is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.		As applicable*
Advance against provisional minimum statutory bonus		Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land		As applicable*
Provident Fund		You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.		12% of Basic Pay* p.m
Income Tax		Appropriate Income tax would be deducted in the payroll every month.		As applicable*p.m
Professional Tax		If any as per the applicable rules in your state.		As applicable*p.m
<b>Performance Incentive Ratings and Earnings Table:</b>				
Process Target achievement	Below Expectations	100%	115%	125%
PI Eligible amount (Rs. p.a.)	0	24,000	27,600	30,000

\* Statutory Schemes are subject to change as per the Law from time to time.

\*\* These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

  
**Sai Prasad Samudrala**  
 Deputy Manager - Human Resources  
 Hinduja Global Solutions Limited

**Sandhya Kumari Sharma**  
 Date:

As per ESIC, family means all or any of the following relatives of an insured person namely :- a spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty five years, (b) an unmarried daughter, a child who is infirm by reason or any physical or mental abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and dependent parents

HINDUJA GLOBAL SOLUTIONS LIMITED.

3rd Floor, Wing - B, Purva Summit, Survey No. 8, Kondapur Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad - Telangana - 500 084. Ph : +91- 40 - 4766 12  
 Regd. Office: Hinduja House, No. 171, Dr. Annie Besant Road, Worli, Mumbai - 400 018. India. Telephone: 91-022-2496 0707, Fax: 91-22-2497 4208, Website: www.teamhgs

Corporate Identity Number L92199MH1995PLC084610





PUSHPALATHA POOSA &lt;pusmadhas@gmail.com&gt;

**Fwd: List of selected students**

1 message

**Bhavans Placements** <placementcellbvc@gmail.com>  
To: pusmadhas@gmail.com

Mon, Feb 11, 2019 at 4:37 PM

HGS selected list, please update.

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

From: **Pallela Apurva** <Pallela.Apurva@teamhgs.com>  
Date: Mon, Feb 11, 2019 at 4:28 PM  
Subject: RE: List of selected students  
To: Bhavans Placements <placementcellbvc@gmail.com>

HI Mam,

Please find the list of Selects from Bhavan's college.

Prabhuta Tiwari
Aditya Kadaru
Priyanka Shaw
Kiran Kumari
Maneesha Nandikanti
Naina Kumari
Aishwarya C
Akshitha Kulkarni
sandhya Kumari Sharma
Nerella Vani Sree
Saranya Mani
Shaik Nafeesa Begum

Pragathi Mahanta
Sukanya Pilli
Matam Triveni
Banapuram Vandana
Sai Vamshi Macherla

Regards,

Apurva

**From:** Bhavans Placements [mailto:placementcellbvc@gmail.com]

**Sent:** 31 January 2019 13:35

**To:** Pallela Apurva <Pallela.Apurva@teamhgs.com>

**Subject:** List of selected students


Dear Apurva

Kindly share with us the list of selected students at our college.

Thanks and Regards

Dr. Seema Ghosh.

[Click here to report this email as spam.](#)

<b>Company Logo</b>	
<b>Company Name</b>	Hinduja Global Solutions
<b>Company Website</b>	www.teamhgs.com/
<b>Domain</b>	<b>Health Care</b>
<b>CTC</b>	2.36Lac – 14800TKHM
<b>Designation</b>	Trainee Consultant
<b>Job Description</b>	<ul style="list-style-type: none"> <li>• Responsible for calling Insurance companies (in US) on behalf of doctors/physicians and follow up on outstanding Accounts Receivable.</li> <li>• To prioritize the pending claims for calling from the aging basket</li> </ul>
<b>Bond</b>	No
<b>Eligibility Criteria</b>	Graduate
<b>Skills Required</b>	<ul style="list-style-type: none"> <li>• Analytical Skills</li> <li>• Numeric Skills</li> <li>• Understanding of invoices and billing.</li> </ul>
<b>Interview Procedure</b>	<ul style="list-style-type: none"> <li>• HR Round</li> <li>• Online Assessment</li> <li>• Voice &amp; Accent</li> <li>• Ops Round</li> </ul>
<b>Student Information</b>	Please carry an updated Resume and Government-approved original identity proof on the Day/ Date of interview

**From:** Bhavans Placements [mailto:placementcellbvc@gmail.com]

**Sent:** 11 January 2019 15:59

**To:** Pallela Apurva <Pallela.Apurva@teamhgs.com>

**Subject:** Re: Campus Drive\_HGS

Dear Apurva

Greetings from BVC. Thanks for sharing the information for campus drive. We would like to confirm 28th January, 2019 for campus placements. Kindly confirm the same.

thanks and regards  
Dr. Seema Ghosh.

On Fri, Jan 4, 2019 at 3:10 PM Pallela Apurva <Pallela.Apurva@teamhgs.com> wrote:

Hi Madam/Sir,

Greetings from HGS !!

As per our discussion on Campus Drive, attached is the JD for your reference.

Please revert with your availability for Campus Drive.

Tentative Dates from our side are 9<sup>th</sup>, 11<sup>th</sup>, 14<sup>th</sup>, 15<sup>th</sup>, 16<sup>th</sup>, 24<sup>th</sup>, 25<sup>th</sup> Jan onwards.

Regards,

**Pallela Apurva | Sr Executive Talent Acquisition | Talent Acquisition ISPL**

DLF EBOS SEZ Hyderabad 500084 Telangana India

9182760883

CANADA | INDIA | JAMAICA | PHILIPPINES | UAE | UK | USA

www.teamhgs.com





**ITC Limited**  
ITD Marketing  
No. 18, Banaswadi Main Road  
Marutiseva Nagar  
Bengaluru - 560 005  
Tel.: + 91 80 2298 2001  
Fax: + 91 80 2298 2005

Date: 24<sup>th</sup> June 2019

**Mr. K N Kasyap**  
**S/o Mr. K Rambabu**  
H. No:15-24/A  
Mirjalguda, Malkajgiri,  
Hyderabad - 500047  
Telangana

Dear **Kasyap**,

We are pleased to offer you an employment in the organization and you will be allowed to join the Company only upon fulfilling the following: -

- A.
- Your passing the Company's medical examination successfully.
  - Appropriate replies being received from references given by you.
  - Submission of acceptable certified documentary evidence of your date of birth.
  - Successful completion of the Course and verification of documents.
- B. Declaration as to whether or not you are a relative of a Director of our company.

Your terms of employment with ITC Limited (hereinafter called "the Company") will be as follows: -

- (a) You will be employed by the Company in India on probation as "**Sales Trainee**" **Grade "IA2", Level 8**) for a period of twelve months, from **01<sup>st</sup> July 2019 to 30<sup>th</sup> June 2020**, or for such extended period provided your employment is not terminated at an earlier date hereinafter provided.
- (b) Your initial place of posting will be at **Hyderabad**. During this probationary period your employment may be terminated by the Company at any time without notice or salary in lieu thereof and you may terminate your employment with the Company at any time during such probationary period on intimating your desire to do so to the Company in writing, provided all accounts between the Company and yourself are satisfactorily settled, in which event your consolidated salary will be paid to you upto the date on which your employment is terminated.
- (c) You will be paid a Basic/Consolidated Salary of Rs.5500/- (Rupees Five thousand five hundred only) per month, House Rent Allowance of Rs.3000/- (Rupees Three thousand only) per month, a Supplementary Allowance of Rs.15500/- (Rupees Fifteen thousand five hundred only) per month. The House Rent Allowance is subject to change from time to time and also from station to station, as the Company may consider appropriate. You will also be paid a Conveyance Allowance of Rs.3000/- (Rupees Three thousand only) per month. You will receive Variable Pay from the Company as provided under Section 31A of the Payment of Bonus Act, 1965 in accordance with the Company's Scheme in force from time to time and as applicable to your category of employees. The said Variable Pay linked to production / productivity / performance, and will be in lieu of Bonus based on profits payable under the said Act.



Search mail

142

## Selects IKS Health Inbox x

**Hamid Batliwala** <hamid.batliwala@ikshealth.com>

to me, Monali

Hi Madam,

Pls find below names is the final selects for IKS.

Sr. No	Location	Campus Date	Candidate Name	Mobile no
1	Hyderabad	13-Feb-19	R. Varsha	9701936241
2	Hyderabad	13-Feb-19	Aishwarya Menon	9010337430
3	Hyderabad	13-Feb-19	Yedla Deeksha	7093151535
4	Hyderabad	13-Feb-19	Priyanka Shaw	7993819988

Regards,

**Hamid Batliwala**

**Sr.HR Executive**

**Campus Engagement & University Relations**

**Cell: 9820609812**

**[www.ikshealth.com](http://www.ikshealth.com) | [hamid.batliwala@ikshealth.com](mailto:hamid.batliwala@ikshealth.com) |**



No re  
Start

Enable desktop notifications for Gmail.

Monali Gajbe <monali.gajbe@ikshealth.com>

1/11/2018 12:24

## Campus Drive date

To placementcell@bhavansvc.org Copy Hamid Batliwala <hamid.batliwala@ikshealth.in>

Dear Sir/Madam,

It was our pleasure visiting and interacting with you in person. Based on our discussion, request you to advise on the campus drive dates at the earliest.

Preferably in the last week of November 18. The campus drive flow is mentioned in the trailing mail for your reference.

Please let us know in case if any additional information is required from our end. Hoping the IKS posters are displayed as discussed.

Regards,

**Monali Gajbe**

Director - Talent Acquisition

**IKS Health**

India: 9820656578

[www.ikshealth.com](http://www.ikshealth.com)|[monali.gajbe@ikshealth.com](mailto:monali.gajbe@ikshealth.com)

*"Our Vision: Healthier Consumers, Happier Providers, Thriving Organizations, Successful Healthcare for All."*

On Tue, Oct 16, 2018 at 3:11 PM Hamid Batliwala <[Hamid.Batliwala@ikshealth.in](mailto:Hamid.Batliwala@ikshealth.in)> wrote:

Dear Placements officer,

Greetings from IKS Health.

We have been in touch all this while, it has been a wonderful experience interacting with eminent personnel like you.

Basis our discussion, please find attached:

- Job Description
- About IKS Health
- Campus Drive Plan for the day
- Test details

We would like to conduct a campus drive in your college and provide a job opportunity to some of the deserving students from the current batch of 2019 pass outs. Please confirm on **dates** to conduct the campus drive.

For us to plan our visit better, request you to share the **count and details of the applicants who** will be attending the drive in advance.

We are hoping for your utmost consideration and positive response.

**Job Details for quick reference**

**Designation:** Revenue Cycle Officer

**Job Location:** Airoli, Navi Mumbai

**Compensation:** 3.5 Lacs Per Annum

**Work timings:** 3:00 Pm to 12:00 am ( Drop will be provided till home)

**Campus drive plan for the day.**

Sr. no	Rounds	Time
1	Pre-Placement talk	11am - 12Pm
2	Offline Test	12Pm - 2Pm
3	VNA Round	3Pm-4Pm
4	Operations Round	4pm - 5pm
5	HR Round	5pm - 6pm

Sr.no	Particulars	Duration-65 Min
	Test	Total Question
1	VERBAL ABILITY	20
2	LOGICAL REASONING	15
3	NUMERICAL ABILITY	25
<b>Total</b>		<b>60</b>

Feel free to connect with us for any queries.

Regards,


Hamid Batliwala

Sr.HR Executive

Campus Engagement & University Relations

Cell: 9820609812

[www.ikshealth.com](http://www.ikshealth.com) | [Hamid.Batliwala@ikshealth.in](mailto:Hamid.Batliwala@ikshealth.in) |

 Description: Description: Description: Description: Description: Description: Description: Description: Description: logo\_iksHealth.jpg

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PUSHPALATHA



Dear Sir,

Find below the list of selected candidates.

S.No.	Candidate Name	Interviewer	College	Mobile No.	Email
1	Vasundhara Kamalla	Srinivas Rao	Bhavan's Vivekananda College	8096503592	<a href="mailto:vasundarakamalla@">vasundarakamalla@</a>
2	Shaik Khaja Vali	Srinivas Rao	Bhavan's Vivekananda College	9490519229	<a href="mailto:khajavalishaik1994@">khajavalishaik1994@</a>

Thanks & Regards,

Praveen Medala

**KARVY STOCK BROKING LTD** | Karvy Millennium | Plot No: 31 | Financial District | Gachibowli | Hydera  
Tel No. : 91-40-3321 6647 Extn-6647 | Mob : +91 9848950006

No recent chats

Start a new one

**From:** Bhavans Placements [mailto:[placementcellbvc@gmail.com](mailto:placementcellbvc@gmail.com)]

**Sent:** Tuesday, January 22, 2019 3:26 PM

**To:** SEAL

**Subject:** Details of the selected students - Bhavans College - Reg



### **About Karvy Group**

The Karvy Group is a well-diversified Conglomerate with its Financial Services business ranked among the top-5 in the country across its business segments.

Karvy services over 70 million individual investors in various capacities, and provides investor services to over 600 corporate houses, comprising the best of Corporate India.

### **About Karvy Stock Broking Limited**

Karvy Stock Broking Limited, an equity broking and advisory services firm provides retail stock-broking facilities. Its services have increasingly offered customer-oriented convenience which we provide to a spectrum of investors high net-worth or otherwise with equal dedication and competence.

### **Role: Equity Advisor**

#### **Job Description:**

#### **Key Responsibilities**

Interact with clients to update them on research calls and advising them on asset allocation within their portfolio and guide them on Buy, Sell or hold strategy Keep abreast of micro & macroeconomic indicators, global & domestic financial markets and impact on stock movements Help customers to Execute trade online and place orders on behalf of customers Follow in-house Research Reports, Company news and track company performance

#### **Desired Skills**

Good communication skills - both verbal and written  
Passion and basic understanding of Stock Market  
Good Knowledge about Balance Sheet, P&L and Ratio Analysis

#### **Other Details**

SALARY – Rs. 2.5 Lakhs (Fixed Pay) + Upto Rs. 7.5 Lakhs (Variable Pay) Per Annum

Place of Posting: Hyderabad

Timings: Morning shift: 8:00AM – 5:00 PM & Evening shift: 4:00PM – 12:00AM  
(should be open to work in both the shifts) (Two Saturdays Off)

Eligible for Individual Contest, Weekly Contest & Team Contest over and above CTC



seal@karvy.com

29/12/2018 10:39

## Karvy Placement Drive at Bhavans College, Hyderabad on 4 Jan 2019

To vsmahendra.mba@bhavansvc.org • placementcell@bhavansvc.org

Dear Mahendra,

As discussed, find below the **Placement Schedule**:

Please inform the students accordingly.

Day	Start Time	Break	End Time
4-Jan-19	9: 30 AM	1 PM - 2 PM	7:00 PM

Find below the **Interviewer details: Request to arrange pickup for the interviewer.**

<b>Name</b>	<b>Mr. Srinivas Rao B</b>
<b>F. Traveler No. s</b>	<b>1</b>
<b>Mobile</b>	<b>7702977550</b>

Following are the requirements of Interview process

- Computer Lab / Laptop (for students to take test)
- Internet / Wi-fi
- Interview Rooms – 1

Schedule of hiring process, please inform the students accordingly.

Session	Start Time	End Time
PPT	10:00 AM	10:30 AM
Online Test	13:00 AM	11:30 AM
Personal Interview	12:00 Noon	-

As informed, we would be conducting online exams for all the participating students. We request you to arrange for a Computer LAB with Internet facility to all the students. Alternatively, students can carry their laptops (with internet facility). Students have to carry 1 copy of their **updated CV, Aadhaar and a passport size photograph**. Students report time at venue is 9:00 AM.

Also find attached the students registration process and link: The Student should register using the link: <http://seal.karvyonline.com/>

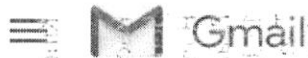
The JD for the role of "Equity Advisor" attached.

Thanks & Regards,  
Praveen Medala

**KARVY STOCK BROKING LTD** | Karvy Millennium | Plot No: 31 | Financial District | Gachibowli | Hyderabad, TS - 500 032

Tel No. : 91-40-3321 6647 Extn-6647 | Mob : +91 9848950006

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Begin forwarded message:

**From:** Pooja <Pooja@Ryan.com>**Date:** 18 December 2018 at 3:13:55 PM IST**To:** "allarimahi@yahoo.co.in" <allarimahi@yahoo.co.in>, "seemaghosh7@gmail.com" <seemaghosh7@gmail.com>**Cc:** "Dominic, Savio" <Savio.Dominic@ryan.com>, "Motha, Sridhar" <Sridhar.Motha@ryan.com>**Subject:** Congratulation!!! Offer Shortlists : Campus Connect- Ryan India Tax Services Pvt Ltd

Hello Mr. Mahendra and Ms. Seema,

Please find the names of final offer shortlists from Bhavans so that you can freeze these candidates for their on-board.

I would request you to acknowledge their date of joining so that we can start processing their offers for approval.

S No.	Student Name	Stream	Jam	Written	Operational Round and Senior Manager Round	HR
1	Shaik Naseema	MBA	Cleared	Cleared	Cleared	Cle
2	Nuchu Manmohan Yadav	MBA	Cleared	Cleared	Cleared	Cle
3	V Niharika	MBA	Cleared	Cleared	Cleared	Cle
4	Amaradi Sandeep	MBA	Cleared	Cleared	Cleared	Cle
5	V Sravanthi Reddy	MBA	Cleared	Cleared	Cleared	Cle
6	Nikhitha Yadav	MBA	Cleared	Cleared	Cleared	Cle
7	D. Sai Kiran	MBA	Cleared	Cleared	Cleared	Cle
8	Anantha Manideepak	MBA	Cleared	Cleared	Cleared	Cle

Date: 15th April, 2019

Kolathekkat Malavika

Email: kolthekkat98@gmail.com

Phone: 8374737314

Dear Kolathekkat,

On behalf of Regalix India Private Ltd, it is my pleasure to confirm our offer of employment to you as **Associate Consultant**, in our Hyderabad, India operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Designation	: Associate Consultant
Cost to Company	: Rs. 350000/- per annum (Rupees Three Lakh Fifty Thousand Only)
Proposed Compensation Break Up	: As Detailed in Annexure I & II

The compensation will be subject to applicable law or the rules of the Company in force from time to time, and as may be modified by the Company in its sole discretion from time to time. The company will make such deductions as may be necessary for compliance with State / Central tax laws.

Your Initial Posting will be at **Hyderabad, India**. However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

The terms and conditions applicable to such other places/establishments/times will be notified to you in a transfer order. In the event of your not joining duty in accordance with such transfer order within eight days of the transfer date mentioned in the transfer order, you shall be deemed to have relinquished and resigned your employment and you shall cease to be in our employment.

Your appointment will be effective from the **date of joining** which shall be on or before **April 22nd, 2019**, failing which this appointment will stand automatically withdrawn.

Our standard policy includes annual performance appraisals and six months of probation from the date of joining the Company.

Subject to the provisions contained in this offer, your services are terminable by either party giving the other **two months'** notice or monthly gross salary in lieu thereof.

No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

In the first instance, you will be on probation for a period of six months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation.

This offer of employment is contingent upon the successful completion of your back-ground screening as per the norms of the organization.

You will be entitled to Privilege Leave in accordance with the Rules of the Company being in force at the time.

You will carry out all instructions of your superior(s) in the Company as regards your work, attendance, conduct, behavior, etc. and carry out diligently and honestly all duties that may be assigned to you by the Company from time to time notwithstanding the designation given above. Your days of work and working hours will be as per the working hours of the office, in which you are for the time being posted and can be changed at the discretion of the management of the Company.

You will retire in the normal course from the services of the Company on attaining the age of superannuation, that is on the day following your 60th Birthday.

Company however will have a right to retire you earlier from the services of the Company, any time after attaining the age of fifty five, if it is of the opinion that you are not physically or mentally fit enough to perform your assigned duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business and service.

Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc, shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

The terms set out in this letter, together with the non-disclosure agreement and the Regalix India Pvt. Ltd. Compliance and Policy Manual, will form your Contract of Employment with the Company

You will abide by the Rules and Regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

You being adjudged an insolvent or applying to be adjudged an insolvent or making a compensation or arrangement with your creditors or being found guilty by a competent court of any offence involving moral turpitude will render you liable to termination of your employment without notice or compensation thereof.

Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.

You shall inform the company of any change in your personal data within 3 working days. Any notice required to be given to you, shall be deemed to have been duly and properly given if delivered to you personally or sent to you by registered post at your address in India, as recorded with the Company.

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or non-competition agreement, non-disclosure or confidentiality agreement, non-solicitation agreement, etc.). Such agreements may be contained in offer letters from previous employers, stock option grants, employment agreements, independent contractor agreements, agreements for the sale of a business etc. You represent that your employment with Company and the performance of your proposed duties for Company will not violate any obligations you have to such previous employer or other party. In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

In case any information furnished by you, either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by **17th April 2019**; failing which the offer shall stand withdrawn.

**Kolathekkat**, we take great pleasure in welcoming you to our Organization and sincerely hope that your period of serve with us will be long, pleasant and of mutual benefit.

Sincerely,

For Regalix India Private Ltd

Shanta Sarkar  
Associate Director- Human Resources

-----  
I **Kolathekkat Malavika**, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before **April 22nd, 2019**.

Date: \_\_\_\_\_

Signed: \_\_\_\_\_



## Annexure I

Please submit 2 copies each of the below mentioned documents on your date of joining:

- Semester Marks Cards for all courses pursued (full time / distance learning).
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining).
- Last 3 months pays.
- Copy of your Passport with any valid Visa / Work permit.
- PAN Card copy, UAN card, Aadhar card and 2 Passport size photograph.

**\*Please note: Aadhaar No. and PAN No. has become mandatory as per new Government regulation for creation of your PF Account and UAN Number.**

**Employment confirmation is subjected to submission of Aadhaar No. and PAN No.**

**Annexure II -Salary Break – Up**

<b>Salary Break Up Sheet</b>		
CTC	350,000	
Particulars	Annual	Per Month
<b>Salary</b>		
Basic	140,004	11,667
HRA	56,004	4,667
Special Allowance	130,464	10,872
<b>Employer Retiral Benefits (Part of CTC)</b>		
Employer PF Contribution	16,800	1,400
Gratuity	6,732	561
<b>Deductions</b>		
Profession Tax	2,400	200
PF Contribution Employee	16,800	1,400
Gross Pay	326,472	27,206
Net Pay(Take Home)	307,272	25,606
CTC	350,000	29,166

- \* Net salary is subject to declaration towards investments & other eligible deductions under IT provisions.
- \* FBP components are available for tax exemption.
- \* Insurance covering self, spouse and children up to Rs.5,00,000/- per annum.
- \* Payment of gratuity will be in accordance with the provisions of the Payment of Gratuity Act.
- \* Any perquisites/allowance/incentive/ bonus paid above the CTC will be taxable.

\*\*\*\*\*

Date: 15th April, 2019

Shreeya

Email: sr4eeya@gmail.com

Phone: 7288985021

Dear Shreeya,

On behalf of Regalix India Private Ltd, it is my pleasure to confirm our offer of employment to you as **Associate Consultant**, in our Hyderabad, India operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Designation	: Associate Consultant
Cost to Company	: Rs. 350000/- per annum (Rupees Three Lakh Fifty Thousand Only)
Proposed Compensation Break Up	: As Detailed in Annexure I & II

The compensation will be subject to applicable law or the rules of the Company in force from time to time, and as may be modified by the Company in its sole discretion from time to time. The company will make such deductions as may be necessary for compliance with State / Central tax laws.

Your Initial Posting will be at **Hyderabad, India**. However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

The terms and conditions applicable to such other places/establishments/times will be notified to you in a transfer order. In the event of your not joining duty in accordance with such transfer order within eight days of the transfer date mentioned in the transfer order, you shall be deemed to have relinquished and resigned your employment and you shall cease to be in our employment.

Your appointment will be effective from the **date of joining** which shall be on or before **April 22nd, 2019**, failing which this appointment will stand automatically withdrawn.

Our standard policy includes annual performance appraisals and six months of probation from the date of joining the Company.

Subject to the provisions contained in this offer, your services are terminable by either party giving the other **two months'** notice or monthly gross salary in lieu thereof.

No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

In the first instance, you will be on probation for a period of six months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation.

This offer of employment is contingent upon the successful completion of your back-ground screening as per the norms of the organization.

You will be entitled to Privilege Leave in accordance with the Rules of the Company being in force at the time.

You will carry out all instructions of your superior(s) in the Company as regards your work, attendance, conduct, behavior, etc. and carry out diligently and honestly all duties that may be assigned to you by the Company from time to time notwithstanding the designation given above. Your days of work and working hours will be as per the working hours of the office, in which you are for the time being posted and can be changed at the discretion of the management of the Company.

You will retire in the normal course from the services of the Company on attaining the age of superannuation, that is on the day following your 60th Birthday.

Company however will have a right to retire you earlier from the services of the Company, any time after attaining the age of fifty five, if it is of the opinion that you are not physically or mentally fit enough to perform your assigned duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business and service.

Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc, shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

The terms set out in this letter, together with the non-disclosure agreement and the Regalix India Pvt. Ltd. Compliance and Policy Manual, will form your Contract of Employment with the Company

You will abide by the Rules and Regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

You being adjudged an insolvent or applying to be adjudged an insolvent or making a compensation or arrangement with your creditors or being found guilty by a competent court of any offence involving moral turpitude will render you liable to termination of your employment without notice or compensation thereof.

Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.

You shall inform the company of any change in your personal data within 3 working days. Any notice required to be given to you, shall be deemed to have been duly and properly given if delivered to you personally or sent to you by registered post at your address in India, as recorded with the Company.

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or non-competition agreement, non-disclosure or confidentiality agreement, non-solicitation agreement, etc.). Such agreements may be contained in offer letters from previous employers, stock option grants, employment agreements, independent contractor agreements, agreements for the sale of a business etc. You represent that your employment with Company and the performance of your proposed duties for Company will not violate any obligations you have to such previous employer or other party. In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

In case any information furnished by you, either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by **17th April 2019**; failing which the offer shall stand withdrawn.

**Shreeya**, we take great pleasure in welcoming you to our Organization and sincerely hope that your period of serve with us will be long, pleasant and of mutual benefit.

Sincerely,

For Regalix India Private Ltd

Shanta Sarkar  
Associate Director- Human Resources

-----  
I **Shreeya**, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before **April 22nd, 2019**.

Date: \_\_\_\_\_

Signed: \_\_\_\_\_



## Annexure I

Please submit 2 copies each of the below mentioned documents on your date of joining:

- Semester Marks Cards for all courses pursued (full time / distance learning).
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
- Proof for Date of Birth (Birth Certificate, School Leaving Certificate or Xth Standard Mark Sheet with Date of Birth)
- Relieving letter from all the Past Employers (Relieving letter from the Current Employer shall be submitted on the Date of Joining).
- Last 3 months pays.
- Copy of your Passport with any valid Visa / Work permit.
- PAN Card copy, UAN card, Aadhar card and 2 Passport size photograph.

**\*Please note: Aadhaar No. and PAN No. has become mandatory as per new Government regulation for creation of your PF Account and UAN Number.**

**Employment confirmation is subjected to submission of Aadhaar No. and PAN No.**

**Annexure II -Salary Break – Up**

<b>Salary Break Up Sheet</b>		
CTC	350,000	
Particulars	Annual	Per Month
<b>Salary</b>		
Basic	140,004	11,667
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<b>Employer Retiral Benefits (Part of CTC)</b>		
Employer PF Contribution	16,800	1,400
Gratuity	6,732	561
<b>Deductions</b>		
Profession Tax	2,400	200
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Gross Pay	326,472	27,206
Net Pay(Take Home)	307,272	25,606
CTC	350,000	29,166

- \* Net salary is subject to declaration towards investments & other eligible deductions under IT provisions.
- \* FBP components are available for tax exemption.
- \* Insurance covering self, spouse and children up to Rs.5,00,000/- per annum.
- \* Payment of gratuity will be in accordance with the provisions of the Payment of Gratuity Act.
- \* Any perquisites/allowance/incentive/ bonus paid above the CTC will be taxable.

\*\*\*\*\*

Date: 29th April, 2019

Syed Arsh

Email: syedarsh2@gmail.com

Phone: 9700037305

Dear Syed,

On behalf of Regalix India Private Ltd, it is my pleasure to confirm our offer of employment to you as **Associate Consultant**, in our Hyderabad, India operation. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

We are pleased to appoint you on the following terms & conditions:

Designation	: Associate Consultant
Cost to Company	: Rs. 350000/- per annum (Rupees Three Lakh Fifty Thousand Only)
Proposed Compensation Break Up	: As Detailed in Annexure I & II

The compensation will be subject to applicable law or the rules of the Company in force from time to time, and as may be modified by the Company in its sole discretion from time to time. The company will make such deductions as may be necessary for compliance with State / Central tax laws.

Your Initial Posting will be at **Hyderabad, India**. However, your services are transferable to any other place or office of the Company or to any subsidiary or associate company; whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules being in force at the time.

The terms and conditions applicable to such other places/establishments/times will be notified to you in a transfer order. In the event of your not joining duty in accordance with such transfer order within eight days of the transfer date mentioned in the transfer order, you shall be deemed to have relinquished and resigned your employment and you shall cease to be in our employment.

Your appointment will be effective from the **date of joining** which shall be on or before **April 22nd, 2019**, failing which this appointment will stand automatically withdrawn.

Our standard policy includes annual performance appraisals and six months of probation from the date of joining the Company.

Subject to the provisions contained in this offer, your services are terminable by either party giving the other **two months'** notice or monthly gross salary in lieu thereof.

No notice of resignation will be effective if given during a period of leave of absence from the Company and you will also not be eligible to proceed on such leave during the notice period.

In the first instance, you will be on probation for a period of six months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation.

This offer of employment is contingent upon the successful completion of your back-ground screening as per the norms of the organization.

You will be entitled to Privilege Leave in accordance with the Rules of the Company being in force at the time.

You will carry out all instructions of your superior(s) in the Company as regards your work, attendance, conduct, behavior, etc. and carry out diligently and honestly all duties that may be assigned to you by the Company from time to time notwithstanding the designation given above. Your days of work and working hours will be as per the working hours of the office, in which you are for the time being posted and can be changed at the discretion of the management of the Company.

You will retire in the normal course from the services of the Company on attaining the age of superannuation, that is on the day following your 60th Birthday.

Company however will have a right to retire you earlier from the services of the Company, any time after attaining the age of fifty five, if it is of the opinion that you are not physically or mentally fit enough to perform your assigned duties efficiently and effectively. Such early retirement may be given to you by giving a notice of three months. No extra compensation is payable to you in such an event.

Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

You shall, during your service with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business and service.

Information pertaining to the Company's operations shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc, shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with your previous employers, in which case you shall keep us indemnified against any breach thereof by you.

The terms set out in this letter, together with the non-disclosure agreement and the Regalix India Pvt. Ltd. Compliance and Policy Manual, will form your Contract of Employment with the Company

You will abide by the Rules and Regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

You being adjudged an insolvent or applying to be adjudged an insolvent or making a compensation or arrangement with your creditors or being found guilty by a competent court of any offence involving moral turpitude will render you liable to termination of your employment without notice or compensation thereof.

Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.

You shall inform the company of any change in your personal data within 3 working days. Any notice required to be given to you, shall be deemed to have been duly and properly given if delivered to you personally or sent to you by registered post at your address in India, as recorded with the Company.

By signing below, you confirm that you are not bound by any agreement with any previous employer or any party, which restricts in any way your prospective employment by Company (for example, any non-compete or non-competition agreement, non-disclosure or confidentiality agreement, non-solicitation agreement, etc.). Such agreements may be contained in offer letters from previous employers, stock option grants, employment agreements, independent contractor agreements, agreements for the sale of a business etc. You represent that your employment with Company and the performance of your proposed duties for Company will not violate any obligations you have to such previous employer or other party. In your work for Company, you will not disclose or make use of any information or trade secrets in violation of any agreements with or rights of any such previous employer or other party, and you will not bring to Company premises any copies or other tangible embodiments of non-public information belonging to or obtained from any such previous employment or other party.

In case any information furnished by you, either in your application for employment or during the selection process is found to be incorrect/false, and /or if it is found that you have suppressed any material information in respect of your qualifications and past experience, the Company reserves the right to terminate your services any time without notice or compensation in lieu of notice.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, latest by **30th April 2019**; failing which the offer shall stand withdrawn.

**Syed**, we take great pleasure in welcoming you to our Organization and sincerely hope that your period of serve with us will be long, pleasant and of mutual benefit.

Sincerely,

For Regalix India Private Ltd

Shanta Sarkar  
Associate Director- Human Resources

-----  
I **Syed Arsh**, agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before **April 22nd, 2019**.

Date: \_\_\_\_\_

Signed: \_\_\_\_\_



## Annexure I

Please submit 2 copies each of the below mentioned documents on your date of joining:

- Semester Marks Cards for all courses pursued (full time / distance learning).
- Provisional and Original Degree Certificates issued by the University for all courses pursued (full time / distance learning)
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\*\*\*\*\*



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Start a new one

ni Bhaskar <[shanthi.bhaskar@regalix-inc.com](mailto:shanthi.bhaskar@regalix-inc.com)>

ember 2018 at 5:55:29 PM IST

[hi@yahoo.co.in](mailto:hi@yahoo.co.in), <[seemaghosh7@gmail.com](mailto:seemaghosh7@gmail.com)>

npus Drive at Bhavans

dam – below are the students selected in our (Regalix) campus interview process. These students can join after they come to campus. I have already communicated the same to the students and I would request you to reiterate the same.

Date	Name	Contact	Email ID	Gender	Qualification
Dec-18	Kolathekkat Malavika	8374737314	<a href="mailto:kolthekkat98@gmail.com">kolthekkat98@gmail.com</a>	F	BCOM
Dec-18	Vedanth Srinath	9581931931	<a href="mailto:vedanthsrinath@gmail.com">vedanthsrinath@gmail.com</a>	M	BCOM
Dec-18	Sudabathula Neelima	8978561148	<a href="mailto:neelimarao0912@gmail.com">neelimarao0912@gmail.com</a>	F	BCA
Dec-18	Pooja	9100229006	<a href="mailto:poojap9006@gmail.com">poojap9006@gmail.com</a>	F	BCOM
Dec-18	Shreeya	7288985021	<a href="mailto:sr4eeya@gmail.com">sr4eeya@gmail.com</a>	F	BSC
Dec-18	Priyanka Naidu	9000733159	<a href="mailto:priyanaidu718@gmail.com">priyanaidu718@gmail.com</a>	F	BCOM
Dec-18	Akshata Mehta	7306769918	<a href="mailto:mehtaakshata1@gmail.com">mehtaakshata1@gmail.com</a>	F	BSC
Dec-18	K. Varshini	9908264600	<a href="mailto:varshusparks@gmail.com">varshusparks@gmail.com</a>	F	BCOM
Dec-18	Alekhya Pologi	9700029184	<a href="mailto:alekhyaaallu07@gmail.com">alekhyaaallu07@gmail.com</a>	F	BCOM
Dec-18	Rama Veera Jacob	8498904350	<a href="mailto:Jacobroc55@gmail.com">Jacobroc55@gmail.com</a>	M	BCOM
Dec-18	Syed Arsh	9700037305	<a href="mailto:syedarsh2@gmail.com">syedarsh2@gmail.com</a>	M	BCOM
Dec-18	Rashi Gupta	9676039659	<a href="mailto:rashigupta859@gmail.com">rashigupta859@gmail.com</a>	F	BSC
Dec-18	Jefin Joy	9032422487	<a href="mailto:jefin31898@gmail.com">jefin31898@gmail.com</a>	M	BSC
Dec-18	Akkumahanthi Sowmya	8106113363	<a href="mailto:sowmisria@gmail.com">sowmisria@gmail.com</a>	F	BBA
Dec-18	Gade Dharma Gnana Sai Akshitha	9553921050	<a href="mailto:akshithagade164@gmail.com">akshithagade164@gmail.com</a>	F	BCOM
Dec-18	Nikitha Raman	7207607049	<a href="mailto:nikitharaman7@gmail.com">nikitharaman7@gmail.com</a>	F	BCOM
Dec-18	Kathyayani Parcha	9032671763	<a href="mailto:kathyayanip5@gmail.com">kathyayanip5@gmail.com</a>	F	BCOM

## placementcell

---

**From:** Shanthi Bhaskar <shanthi.bhaskar@regalix-inc.com>  
**Sent:** Monday, December 10, 2018 4:22 PM  
**To:** placementcell placementcell  
**Subject:** Re: Campus Placements 2019

Yes it is 15<sup>th</sup>-Dec-18. We will start the process by 10am.

---

**From:** placementcell placementcell <placementcell@bhavansvc.org>  
**Reply-To:** placementcell placementcell <placementcell@bhavansvc.org>  
**Date:** Monday, 10 December 2018 at 4:13 PM  
**To:** Shanthi Bhaskar <shanthi.bhaskar@regalix-inc.com>  
**Subject:** Re: Campus Placements 2019

Hi Shanthi

request yo to confirm the date for campus placement for 15/12/18

Regards

Dr Seema Ghosh

On 10 December 2018 at 15:30 Shanthi Bhaskar <shanthi.bhaskar@regalix-inc.com> wrote:

Sir there are some changes in Salary, incentive and other monetary benefits we give. Please circulate this to your students for campus drive.

On 10/12/18, 3:27 PM, "Shanthi Bhaskar" <shanthi.bhaskar@regalix-inc.com> wrote:

At Regalix, we design and deliver success - to our customers and to our customers' customers. And we do this by leveraging technology and domain expertise globally, to create performance based solutions.

<http://www.regalix.com>

Open positions:

Project – Upper Mass Market (Google Ad-words / Client: Google) (Digital Marketing)

Role – Associate Consultant

Location – Hyderabad

Shift – 24/5

Graduation and above (All branches)

Position details:

Designation: Associate Consultant - VOICE PROCESS

#### Responsibilities

- Assist SMB advertisers with setup and optimization of their same store sales campaigns as per best practices for high ROI / ROAS
- Upsell more media inventory
- Awareness of Google's AdWords & Analytics Platforms for optimum utilization
- Proactively communicate on a daily basis with customers & ensure quality customer service/support
- Conduct in a professional and informative manner in all client communications
- Ensure accurate and complete information is captured in customer relationship management (CRM) system during the entire communication process
- Respond to or meet and exceed daily targets in a timely and accurate fashion

#### Skill Requirement:

- Excellent Communication Skills
- Ad-words knowledge and experience is a plus.
- Basic computer skills including Internet, Email, Word, Excel, PowerPoint

#### Job Requirement:

Willing to work in 24/5 work- culture.

Flexible to work as per the organisational requirements.

#### Rounds of Interview:

Jam session (one minute round)

Written exam (English/ Quantitative/ Logical)

HR Interview & Operations Round

Client Discussion (If required)

#### Compensation:

Offer – 3.5L (per annum)

Quarterly Incentive (Performance based) up to 50K

3000/- Night Shift Allowance

4000/- Transport Allowance if he/she don't use company provided free transport

#### Additional benefits:

Free transport (Home pick-up/ drop)

Free food (Breakfast, Lunch, Dinner)

Medical insurance (5 lacs)

Saturday, Sunday fixed weekly offs.

Regards,

Shanthi

On 09/12/18, 7:12 PM, "placementcell placementcell" <placementcell@bhavansvc.org> wrote:

Hello sir

This is regarding the campus hiring at Bhavans Vivekanada college on 15th Dec 2018. Request you to confirm the same. Also share the JD,eligibility criteria,eligible streams ,selection process and the compensation offered at campus.

Thanks and Regards

Dr. Seema Ghosh

List of Shortlists for Reventics Private Limited

Inbox

**Vamshi Krishna**

11:03 AM (3 hours ago)

to me, Mary, Haveela

FYKI

Get [Outlook for Android](#)

From: Vamshi Krishna

Sent: Monday 11 March, 16:24

Subject: List of Shortlists for Reventics Private Limited

To: Bhavans Placements

Cc: Mary Cristeen Moyya, Haveela Kadiyala

Hi Dr. Seema,

Thanks for providing the valuable talent towards our hiring efforts. Please find the list of shortlists from our last drive.

1

E Nikhila

9030462104

[errankinikhila22@gmail.com](mailto:errankinikhila22@gmail.com)

2

Rishab Jain

7090361134

[rishabiain987650@gmail.com](mailto:rishabiain987650@gmail.com)

3

Tejavath Vivek

8686172488

[vivekrock63@gmail.com](mailto:vivekrock63@gmail.com)

4

Sannihith Mesapam

9700103243

[mesapamsanju@gmail.com](mailto:mesapamsanju@gmail.com)

5

Allampally Keerthana

9550277269

[akeerthi393@gmail.com](mailto:akeerthi393@gmail.com)

6

N Sahithi Rao

7032739958

[sahithirao05@gmail.com](mailto:sahithirao05@gmail.com)

7

C Aishwarya

9550992125

[aishuchodimella@gmail.com](mailto:aishuchodimella@gmail.com)



8

Kiran Kumari

9515224213

[kiran6101998@yahoo.com](mailto:kiran6101998@yahoo.com)

9

V Manasa

7702984414

[manasadolly5@gmail.com](mailto:manasadolly5@gmail.com)

10

A Rishitha

7981415944

[anugularishithareddy@gmail.com](mailto:anugularishithareddy@gmail.com)

11

K Akshay Kulkarni

7288099023

[akshaykulkarni542@gmail.com](mailto:akshaykulkarni542@gmail.com)

12

Suraj Malhotra

7032771800

[malhotrasuraj98@gmail.com](mailto:malhotrasuraj98@gmail.com)

13

R Varsha

9701936241

[varsharavichander@gmail.com](mailto:varsharavichander@gmail.com)

14

A Kapil Devan

8328533206

[kapildevan123@gmail.com](mailto:kapildevan123@gmail.com)

15

Christe Martina Nancy

7093357705

[christemartinanancy@gmail.com](mailto:christemartinanancy@gmail.com)

16

Palugula Shivani Reddy

9542330621

[shivanipalugula123@gmail.com](mailto:shivanipalugula123@gmail.com)

17

V Vinay

918339073

[vinaynair080@gmail.com](mailto:vinaynair080@gmail.com)

18

P Kavya

9014796981

[kavyapidishetti@gmail.com](mailto:kavyapidishetti@gmail.com)

19

R.D Akshay

8008730402

[shay01508@gmail.com](mailto:shay01508@gmail.com)

20

E Ashvitha

9063511228

[ashureddy1597@gmail.com](mailto:ashureddy1597@gmail.com)

21

S.J.Girish

6304411451

[sigirish333@gmail.com](mailto:sigirish333@gmail.com)

22

T.P.Vinneth kumar

8143843939

[vineethkumar8143@gmail.com](mailto:vineethkumar8143@gmail.com)

Thanks & Regards,  
**Vamshi Krishna**  
Assistant Manager -HR  
Reventics Private Limited  
T:+91-40-427-00-215 | E: [vamshikrishna.k@reventics.com](mailto:vamshikrishna.k@reventics.com)  
M:+91-709-360-3215  
W: [www.reventics.com](http://www.reventics.com)

**From:** Bhavans Placements <placementcellbvc@gmail.com>  
**Sent:** 02 February 2019 11:49  
**To:** Vamshi Krishna <vamshikrishna.k@reventics.com>  
**Subject:** Re: Campus drive on 18th Feb

Dear Vamshi Krishna

Greetings from BVC. We would like to confirm 18th feb 2019 at 9.30 am for campus placements at our college. Kindly share with us the selection process and compensation details.

thanks and regards  
Dr. Seema Ghosh.

On Fri, Feb 1, 2019 at 5:09 PM Vamshi Krishna <vamshikrishna.k@reventics.com> wrote:  
Dear Seema,

It was pleasure talking to you, we would like to thank you for providing the valuable Talent towards our hiring efforts. We have blocked our calendar on 18<sup>th</sup> February 2019, as discussed.

Please find below link to know more about Reventics.  
[www.reventics.com](http://www.reventics.com)

**Reventics – A Provider Engagement Company**

Reventics believes in empowering and partnering with physicians to address the fundamental and longstanding problems of clinical and financial under-performance in a highly complex US healthcare environment. This approach of a true collaborative partnership model with physicians makes us a unique company in the provider engagement space. Our clients are our partners and through those collaborations, Reventics has developed world class solutions that deliver tangible, measurable results in a short span of time.

Job description:

Position Title:

AR Associate - Freshers

Function:

AR Follow up

Location:

Hyderabad

Brief Job Description:

A/R Follow up process.

Educational Qualification:

Any Graduate

Skills required:

Good spoken and written English.

Passionate to take career in healthcare domain.

Willing to work in Night Shift

Dear Vamshi Krishna

Greetings from BVC. We would like to confirm 18th feb 2019 at 9.30 am for campus placements at our college. Kindly share with us the selection process and compensation details.

thanks and regards  
Dr. Seema Ghosh.  
[Quoted text hidden]

---

**Vamshi Krishna** <vamshikrishna.k@reventics.com>  
To: Bhavans Placements <placementcellbvc@gmail.com>  
Cc: Mary Cristeen Moyya <cristeen.moyya@reventics.com>

Sat, Feb 2, 2019 at 5:23 PM

Dear Seema,

Thanks for confirming the date. Please find the details

**Selection Process:**

1. Aptitude Test, followed by JAM and OPS interview

**Compensation details:**

Annual compensation for first 3 months would be ₹ 1,36,472/- (Rupees One Lakh Thirty-Six Thousand Four Hundred & Seventy-Two Only) per annum, (i.e.) during the training period. The Net Take Home including Night Shift Allowance will be ₹ 11,190/- Per month.

After successfully complete the first three months of Training, you will be On Job Training from the 4<sup>th</sup> month, and monthly CTC will be increased by ₹ 2,000/- (Rupees Two Thousand only) . The increase is subject to your performance.

**Fringe Benefits:** Medical insurance and one way cab (Only Drop).

Thanks & Regards,

**Vamshi Krishna**

Assistant Manager -HR

**Reventics Private Limited**

T: +91-40-427-00-215 | E: [vamshikrishna.k@reventics.com](mailto:vamshikrishna.k@reventics.com)

M: +91-709-360-3215

W: [www.reventics.com](http://www.reventics.com)

## OFFER LETTER Private & Confidential

19th June 2018

Mr. Lokesh Kiran Bommu

H.No. 6-5-68, Near Govt. School  
Balanagar, H.A.L(P.O.)  
Hyderabad - 500042

We are pleased to offer you an employment opportunity as **Data Researcher I** at **S&P Capital IQ (India) Pvt. Ltd. ("Company")**, Hyderabad.

**Job Grade: 7A**

**Segment: Market Intelligence**

**Date of Joining: 16th July 2018**

Your total earnings (Cost to company) is **Rs. 293,577.60** (For details refer to Annexure-II and Addendum).

The terms and conditions of this offer are enclosed herewith in Annexure – I.

You are requested to kindly acknowledge your acceptance of the offer letter (including the Annexures) by signing below and sharing a signed copy (original) of the letter within 5 days of receipt.

In the event of any delay in your acceptance of this offer, the Company shall have the sole discretion to withdraw or extend this offer.

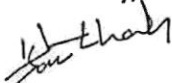
Please note that your employment and the terms of employment referred herein will be effective only in the event of you successfully completing your **MBA/PGDM** qualification by **August, 2018**. If you fail to complete your **MBA/PGDM** qualification by **August, 2018**, the Company shall have the sole discretion to withdraw or extend this offer.

You are required to report to Human Resources team on date of joining at **9:45 AM** for fulfillment of your joining formalities.

We're glad to have you on board and wish you a long, productive and satisfying career with us!

Thanking you,

Yours faithfully,



Authorized Signatory

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

### Acknowledgement/ Acceptance

I am very pleased to accept the position as **Data Researcher I** at **S&P Capital IQ (India) Pvt. Ltd**. 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.

---

Mr. Lokesh Kiran Bommu



Bhavans Placements &lt;placementcellbvc@gmail.com&gt;

---

**Selected- Data Researcher I - S&P Global.**

1 message

---

**Yerram Reddy, Sangeetha** <syerramreddy@spglobal.com>  
To: Bhavans Placements <placementcellbvc@gmail.com>

Fri, Feb 15, 2019 at 10:27 AM

Hi Seema,

We have selected Ashwini Bajaj's profile for Data Researcher I role at S&amp;P Global.

Please don't allow her in to other companies interview process.

**Regards,****Sangeetha** | Recruiter - Talent Acquisition (COE)**S&P Global**

Meenakshi Building | Hitech City Road

Kondapur | Hyderabad

Telangana - 500081 | India

Land#: 040 - 44668866 Ext#: 2112

Mobile: 7331181653

Email: syerramreddy@spglobal.com

www.spglobal.com

LinkedIn | Twitter | Facebook | Google+ | YouTube

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**S&P Global**

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**From:** Yerram Reddy, Sangeetha  
**Sent:** Tuesday, February 12, 2019 9:07 AM  
**To:** 'Bhavans Placements' <placementcellbvc@gmail.com>  
**Subject:** RE: Comprehension Test - Data Researcher I Roles

Hi Seema,





PUSHPALATHA POOSA <pusmadhas@gmail.com>

**Fwd: Data Researcher I - Translations Team- S&P Global**

1 message

**Bhavans Placements** <placementcellbvc@gmail.com>  
To: pusmadhas@gmail.com

Thu, Feb 21, 2019 at 11:28 AM

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

From: **Yerram Reddy, Sangeetha** <syerramreddy@spglobal.com>  
Date: Wed, Feb 20, 2019 at 9:56 AM  
Subject: RE: Data Researcher I - Translations Team- S&P Global  
To: Bhavans Placements <placementcellbvc@gmail.com>

Hi Seema,

As we discussed, below candidates are selected for Data Researcher I roles for Translations team in S&P Global.

Please don't allow these candidates in to any other companies process.

Selected Candidates

1	Sudabathula Neelima
2	G.Anirudh
3	Devara uday kumar
4	N.Vanisree

On Hold Candidates

1	Jeetu das
---	-----------

Regards,

Sangeetha

**From:** Yerram Reddy, Sangeetha  
**Sent:** Friday, February 15, 2019 3:05 PM

We have selected Khaja Wali's profile for Data Researcher I role at S&P Global.

Please don't allow her in to other companies interview process.

Regards,

**Sangeetha** | Recruiter - Talent Acquisition (COE)

**S&P Global**

Meenakshi Building | Hitech City Road

Kondapur | Hyderabad

Telangana - 500081 | India

Land#: 040 - 44668866 Ext#: 2586

Mobile: 9701274674

Email: bharadwaj.vittala@spglobal.com

www.spglobal.com

LinkedIn | Twitter | Facebook | Google+ | YouTube

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**S&P Global**

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**From:** Yerram Reddy, Sangeetha  
**Sent:** Tuesday, February 05, 2019 12:17 PM  
**To:** 'Bhavans Placements' <placementcellbvc@gmail.com>  
**Subject:** Comprehension Test - Data Researcher I Roles

Hi Seema,

Here is the comprehension online test link.

Once Students are done with the test please let me know.

[https://docs.google.com/forms/d/e/1FAIpQLScwk6zDR\\_LJuWWcRqpjf58uH9DyX8611jG2bplrRd3xQEngpw/viewform](https://docs.google.com/forms/d/e/1FAIpQLScwk6zDR_LJuWWcRqpjf58uH9DyX8611jG2bplrRd3xQEngpw/viewform)

Regards,



Bhavans Placements &lt;placementcellbvc@gmail.com&gt;

---

**Roles - Application Associate-Portfolio & Data Researcher I**

6 messages

---

**Yerram Reddy, Sangeetha** <syerramreddy@spglobal.com>  
To: "placementcellbvc@gmail.com" <placementcellbvc@gmail.com>

Wed, Jan 30, 2019 at 4:28 PM

Hi Seema,

As we discussed, we have one open position Application Associate – Portfolio role.

For this, we require B.Tech (Computers), B.Sc (Computers) & MBA (Finance) with **SQL** knowledge.

Excellent communication skills also mandatory.

CTC: 4.6 Lacs

Data Researcher i:

For this we require B.Com, B.Sc &amp; MBA (Finance).

CTC: 3.87 Lacs

If you are comfortable to conduct the online test on Monday (4-Feb-19) at 10:00 Will share you the details on Monday morning.

**Regards,****Sangeetha Yerramreddy**

Analyst - Talent Acquisition (COE)

**S&P Global**

Meenakshi Building | Opposite to Jaybheri Silicon Towers

Hitech City Road | Kondapur | Hyderabad

Telangana - 500081 | India

Land#: 040 - 44668866 Ext#: 2112

Email: syerramreddy@spglobal.com

[www.spglobal.com](http://www.spglobal.com)

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# S&P Global

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## 2 attachments

 **Application Associate - S&P Global.docx**  
18K

 **DR -I Job Description.docx**  
29K

---

**Bhavans Placements** <placementcellbvc@gmail.com>  
To: "Yerram Reddy, Sangeetha" <syerramreddy@spglobal.com>

Thu, Jan 31, 2019 at 1:28 PM

Dear Sangeetha

Thanks for sending the email and giving the opportunity to our students. We can have the campus placements on 4th Feb 2019. Kindly send the test details.

thanks and regards

Dr. Seema Ghosh.

[Quoted text hidden]

---

**Yerram Reddy, Sangeetha** <syerramreddy@spglobal.com>  
To: Bhavans Placements <placementcellbvc@gmail.com>

Thu, Jan 31, 2019 at 2:41 PM

Thanks Seema for the response.

As we discussed, please confirm the time slot for Monday to conduct the online test.

Regards,

**Sangeetha Yerramreddy**

Analyst Talent Acquisition (COE)

Land#: 040 – 44668866 Ext#: 2112

[Quoted text hidden]

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**Bhavans Placements** <placementcellbvc@gmail.com>

Fri, Feb 1, 2019 at 2:27 PM

## RE: Scholar@SAP || Shortlisted students

Jisa Mary John

To placementcell@bhavansvc.org

5/12/2018 11:31 ▶  2 attachments View Download

Dear Dr. Seema Ghosh,

Thanks a lot for your continuous support!

Kindly find the 1 offered candidate details for your reference:

First Name	Middle Name	Last Name	Degree	Stream	E-mail	
DEVARA	UDAY	KUMAR	B.Sc.	Electronics	d.uday1703@gmail.com	Bhav colle

Thanks &amp; regards,

Jisa Mary John

Early Talent Team

**From:** John, Jisa Mary (external - Temp Staff)**Sent:** Monday, November 26, 2018 3:10 PM**To:** 'placementcell@bhavansvc.org' <placementcell@bhavansvc.org>**Subject:** Scholar@SAP || Shortlisted students

Dear Dr. Seema Ghosh,

Please find below the **23 B. Sc/BCA** online test shortlists as follows:

Please keep the shortlisted candidates informed on the following details (I have sent a mail to all the candidates as well)

- **Interview Date** : 03 December\_Monday
- **Venue** : Stanley College of Engineering and Technology for Women, H. No. 5-78 to 82, B-1-80 Maidan, Abids, Hyderabad, Telangana – 500001.
- **Reporting time** : 08:45 AM
- **Documents to carry** : Resume, 1 photograph, 10<sup>th</sup>, 12<sup>th</sup> and last semester mark sheet

Please let me know for clarification, if any.

College Name	Login ID	First name	Middle name	Last name	Degree	B
Bhavans	<a href="mailto:navaneeth.vukkala@gmail.com">navaneeth.vukkala@gmail.com</a>	Navaneet	Datta	Vukkala	B.C.A.	C
Bhavans	<a href="mailto:sharma.chetan3137@gmail.com">sharma.chetan3137@gmail.com</a>	Chetan	.	Sharma	B.C.A.	C
Bhavans	<a href="mailto:chilukurimanasareddy@gmail.com">chilukurimanasareddy@gmail.com</a>	Manasa	Reddy	Chilukuri	B.C.A.	C
Bhavans	<a href="mailto:pavan0251998@gmail.com">pavan0251998@gmail.com</a>	pavan	kumar	reddy	B.C.A.	C
Bhavans	<a href="mailto:adivishnuavanacha17@gmail.com">adivishnuavanacha17@gmail.com</a>	Avanacha	Adi	Vishnu	B.C.A.	C

Bhavans	<a href="mailto:sowjanyaamudhiraj316@gmail.com">sowjanyaamudhiraj316@gmail.com</a>	sowjanya	sowjanya	vippala	B.C.A.	C
Bhavans	<a href="mailto:matamtriveni.99@gmail.com">matamtriveni.99@gmail.com</a>	Triveni	Triveni	Matam	B.Sc	C
Bhavans	<a href="mailto:ramyaharika22@gmail.com">ramyaharika22@gmail.com</a>	Erram	Ramya	Ramya	B.Sc	C
Bhavans	<a href="mailto:sowmyaguptha6@gmail.com">sowmyaguptha6@gmail.com</a>	bijjala	bijjala	sowmya	B.Sc	C
Bhavans	<a href="mailto:vandana.doa@gmail.com">vandana.doa@gmail.com</a>	Banapuram	Banapuram	Vandana	B.Sc	C
Bhavans	<a href="mailto:ksharath612@gmail.com">ksharath612@gmail.com</a>	Rangu	sharath	kumar	B.Sc	C
Bhavans	<a href="mailto:sunnysanthosh369@gmail.com">sunnysanthosh369@gmail.com</a>	srirangam	santhosh	kumar	B.Sc	C
Bhavans	<a href="mailto:rajasreeneta1999@gmail.com">rajasreeneta1999@gmail.com</a>	Raja Sree	Raja Sree	Gaddam	B.Sc	C
Bhavans	<a href="mailto:sr4eeya@gmail.com">sr4eeya@gmail.com</a>	shreeya	b	huli	B.Sc	C
Bhavans	<a href="mailto:radhakrishna6506@gmail.com">radhakrishna6506@gmail.com</a>	Radha	krishna	Goud	B.Sc	C
Bhavans	<a href="mailto:Kapilyadav1203@gmail.com">Kapilyadav1203@gmail.com</a>	kapil	kapil	yadav	B.Sc	C
Bhavans	<a href="mailto:akeerthi393@gmail.com">akeerthi393@gmail.com</a>	Allampally	Keerthana	Keerthana	B.Sc	C
Bhavans	<a href="mailto:manisha.yedla@gmail.com">manisha.yedla@gmail.com</a>	Yedla	Manisha	Reddy	B.Sc	E
Bhavans	<a href="mailto:bhanuprakash1904@gmail.com">bhanuprakash1904@gmail.com</a>	Bhanu	Prakash	Thoomoju	B.Sc	E
Bhavans	<a href="mailto:kapildevan0308@gmail.com">kapildevan0308@gmail.com</a>	Kapil	Devan	A	B.Sc	E
Bhavans	<a href="mailto:d.uday1703@gmail.com">d.uday1703@gmail.com</a>	DEVARA	UDAY	KUMAR	B.Sc	E
Bhavans	<a href="mailto:aishuchodimella@gmail.com">aishuchodimella@gmail.com</a>	Chodimella	Aishwarya	Aishwarya	B.Sc	E
Bhavans	<a href="mailto:bhuvanayadav.52@gmail.com">bhuvanayadav.52@gmail.com</a>	bhuvaneshwari	bhuvaneshwari	gothala	B.Sc	E

Thanks & regards,  
Jisa Mary John  
Early Talent Team



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

From: placementcell placementcell <[placementcell@bhavansvc.org](mailto:placementcell@bhavansvc.org)>  
Sent: Thursday, November 15, 2018 3:37 PM  
To: John, Jisa Mary (external - Temp Staff) <[jisa.mary.john@sap.com](mailto:jisa.mary.john@sap.com)>  
Subject: SAP @Scholar - INterested Students - Bhavans College - Reg

Dear Jisa

PFA of the interested students for Scholar @SAP Program. We would like to have the test on 19th NOv, 2018. Kindly sh details and confirm the date for online test.

thanks and regards

Dr. Seema Ghosh.

> On 05 November 2018 at 13:20 "John, Jisa Mary" <[jisa.mary.john@sap.com](mailto:jisa.mary.john@sap.com)> wrote:

>

>

> Dear Placement team,

> Hope you are doing great!



- INR 16,500 per month for the first 2 years
- INR 25,000 per month for the next 2 years

▪ Fees for BITS paid by SAP; no out of pocket expenses for Scholars  
Each Scholar will work in at least 3 separate departments in SAP. At the end of the first 2 years, the student can choose and apply to the department that he feels best suited to and continue there for the next 2 years.

### **Partnering our success**

You could partner in our success by identifying bright students who fulfill the following criteria:

### **Eligibility Criteria:**

- **Only 2019 batch pass out**
- Bachelor of Computer Application
- Bachelors of Science (Computer Science/ Mathematics/ Electronics/IT)
- Academic credentials: Minimum of 60% aggregate in 10<sup>th</sup> and 12<sup>th</sup>
- Minimum aggregate of 70% or 7 CGPA required in the first 4/5 semesters of B.Sc./BCA Degree
- Online test will be conducted followed by interview for the shortlisted students
- Joining date: August 01, 2019

Warm Regards,  
Vocational Training  
SAP Labs India

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SAP Labs India, 138, Export Promotion Industrial Park, Whitefield, Bangalore 560 066, Karnataka, India

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The Best-Run Businesses Run SAP

# Scholar@SAP

program with BITS, Pilani



Dear Placement Officer,

We at **SAP Labs India** are looking to induct bright minds into our organization through the **Scholar@SAP program with BITS Pilani**, and what better a place than your institution to find them! We are keen to nurture some of your leading talents who can innovate, excel and be part of the excitement at SAP Labs India. We are inviting applications for the Batch starting in August 2019.

SAP is the undisputed leading provider of business software worldwide. SAP Labs India, the research and development hub of SAP in India, focuses on key areas such as Enterprise Resource Planning (ERP), Customer Relationship Management (CRM), Supplier Relationship Management (SRM), SAP NetWeaver, Globalization, Emerging Solutions, Custom Development, Active Global Support and Installed Base Maintenance.

The Scholar@SAP program has been jointly developed with BITS, Pilani to induct and nurture young talent and provides the "scholars" an opportunity to learn and earn simultaneously. The students inducted into this program enjoy the advantage of working on live SAP projects, and blend theory and practical phases with different organizational units. At the successful completion of the program, an **M.Tech in Software Engineering** degree is awarded by BITS, Pilani.

With a stimulating work culture, ample opportunities for innovation and fun, SAP Labs India is a dream destination for developers.

## Basic Features of the Program(Work cum Education):

- Working with SAP along with pursuing M.Tech in software Engineering
- Program set up with BITS, Pilani
- Duration – 4 years
- Degree Received – M Tech in Software Engineering
- Logistics – Work at SAP – Monday to Friday  
*Classes on Saturday at SAP Facility*

- Stipend

### About SAP

As market leader in enterprise application software, SAP (NYSE: SAP) helps companies of all sizes and industries run better. From back office to boardroom, warehouse to storefront, desktop to mobile device – SAP empowers people and organizations to work together more efficiently and use business insight more effectively to stay ahead of the competition. SAP applications and services enable more than 248,500 customers to operate profitably, adapt continuously, and grow sustainably. For more information, visit [www.sap.com](http://www.sap.com)

\* SAP defines business software as comprising enterprise resource planning and related applications such as supply chain management, customer relationship management, product life-cycle management and supplier relationship management



## EMPLOYMENT AGREEMENT

This Employment Agreement (the "Employment Agreement") is made on this July 11,2019 by and between StateStreet Corporate Services Mumbai Private Limited, a company incorporated under the laws of India and having its principal place of business at Hyderabad (the "Company"), and Manepalli Giridhar, an individual, currently residing at HYDERABAD (the "Employee").

## RECITALS

WHEREAS, the Employee possesses knowledge, skill and experience advantageous to the Company.WHEREAS, the Company desires to employ the Employee as a 'Associate 1', of the Company on the terms and subject to the conditions set forth in this Employment Agreement and the Employee is willing to be so employed by the Company. NOW, THEREFORE, in consideration of the promises, mutual agreements and covenants contained in this Employment Agreement and other good and valuable consideration (the receipt and sufficiency of which is hereby mutually acknowledged), the Company and the Employee hereby agree as follows:

## AGREEMENTS

### 1 Employment

- a) Subject to the terms and conditions of this Employment Agreement, the Company hereby employs the Employee as 'Associate 1', and the Employee hereby agrees to serve the Company in such capacity, as an employee at will , for the period commencing August 05,2019 (the 'Effective Date') and until termination of this Employment Agreement by the Employer, (the 'Employment Term').
- b) The Employment Term includes a three (3) month probation period (the "Probation Period") which shall commence from the Effective Date, following which the Company may, in its sole discretion, either extend the Probation Period for any period of time (the "Extended Probation Period") or confirm the Employee's employment with the Company.
- c) Subject to Section 8 of this Employment Agreement, the Employee's employment with the Company shall, after the completion of the Probation Period and after the completion of the Extended Probation Period, if any, be deemed to have been confirmed unless the Employee, within a period of fifteen (15) days after the completion of the Probation Period and within a period of fifteen (15) days after the completion of the Extended Probation Period, if any, receives a notice of termination of his/her employment with the Company

CIN:U74130KA2007PTC043738



## 2 Time to be devoted to Employment and hours of work

The Employee shall, except during vacation periods or absences due to temporary illness, devote his/her best efforts and full time attention and skill and his/her professional and business time, attention and energies to his/her duties and responsibilities hereunder. The employee is required to dedicate a minimum of 45 (forty five) hours a week towards fulfillment of his/her duties under this Employment Agreement. The requirements of the Employee's employment do call for some flexibility and the Employee will be expected to work such hours as may be necessary for the proper and satisfactory performance of the Employee's duties without additional remuneration. The Employee agrees that he/she will not be entitled to any overtime compensation for additional hours devoted to his/her employment with the Company.

Employee may be required to work either on day or night shifts and which shift pattern employee will be required to work, will be determined and communicated to the employee by their manager. Employee hours and work and shift timing may be subject to variation depending on the schedule operated by their respective team or department, for which employee will be notified from time to time.

## 3 Duties

a) The Employee shall during his/her employment under this agreement:

i. Perform the duties and discharge the responsibilities of the role

ii. In addition to the duties and responsibilities which the position of the Employee normally entails, the Employee may, from time to time, be required to undertake additional or other duties and/or responsibilities consistent with the Employee's designation, and as may be deemed necessary by Head of the Entity to meet the needs of the business of the Company.

b) The Employee shall be based in Hyderabad but may be required to work in any place within India which the Company may require for the proper performance and exercise of his/her duties and responsibilities and the Employee may be required to travel on the business of the Company anywhere within and outside India.

## 4 Remuneration and Related Matters

a) Employee's annual salary and other compensation as of the date of this Agreement is as set forth in Exhibit "A" hereto, which are subject to review and modification annually by the Company. The Company shall be entitled to withhold from any payments due to Employee pursuant to the provisions of this Agreement any amounts required to be withheld by any applicable taxing or other authority, or any amounts loaned to Employee by the Company.

b) The Company shall also reimburse to Employee any reasonable business expenses incurred by the Employee on behalf of the Company, during the Employment Term and arising out of the fulfillment of his/her responsibilities and duties hereunder.

## 5 Hours of Employment and Holidays

Subject to Section 2 and 3 hereof, the Employee shall be entitled to take the public holidays as applicable in the state of Telengana, such number of additional holidays as may be decided, from time to time, by the Company.

CIN:U74130 In accordance with the company policy, the Employee shall be entitled to take Fifteen (15) days' Earned Leave and Five (5) Casual Leave for every year of service.



## 6 Policies and Practices

The Employee agrees to abide by all the Company rules, regulations, instructions, policies, practices and procedures which the Company may amend from time to time and communicate to the Employee and to indemnify the Company for any loss suffered as a consequence of a breach by the Employee of the Company rules, regulations, instructions, policies, practices and procedures, if these losses are a direct result of gross negligence on part of the Employee.

Such rules, regulations, instructions, policies, practices and procedures are set forth in the Company's Staff Hand Book , and are incorporated in this Employment Agreement by reference. The Employee shall receive a copy of the Company's Staff Hand Book on their first day of employment.

### Additional Employment-Related Agreements and Codes

You will also be required to complete State Street's online Standard of Conduct (and Code of Ethics where applicable) certification and learning assessment following the commencement of employment, as a condition of continued employment

In addition, where applicable, if you accept this offer of employment you will become subject to the [State Street Global Advisors/SSGA Funds Management, Inc.] [State Street Global Markets] [IMS West] Code of Ethics enclosed within, which includes certain trading requirements such as pre-clearance and use of designated brokers. By signing and returning this offer, you acknowledge and agree that you will comply with the Code of Ethics (as it may be in effect from time to time) throughout your employment.

## 7 Employment Benefits

The Employee shall receive the following employment benefits:

- a) The Company shall every year contribute to the provident fund established under the Employees Provident Fund Scheme ("Provident Fund Scheme") framed under Section 5 of The Employees' Provident Funds and Miscellaneous Provisions Act, 1952, as amended (the "Provident Fund Act") an amount equal to 12% of the Salary and relevant allowances. The Employee hereby agrees and confirms that the Company shall be entitled to, and shall, deduct from the Employee's Salary and pay to the provident fund established under the Provident Fund Scheme as the Employee's contribution to such fund an amount equal to 12% of the Salary and relevant allowances. Such contributions shall be made in accordance with the provisions of the Provident Fund Scheme and the Provident Fund Act. If such provisions require payment on a monthly basis, then the contributions shall be made with reference to the pro-rated monthly amount of the Salary and relevant allowances payable to the Employee under this agreement.
- b) The Company shall every year make contributions to a gratuity fund as per the applicable law.

## 8 Termination of Employment by Company

- a) The Employee's employment may be terminated by the Company upon the occurrence of any one or more of the following events:



- i. death of the Employee;
- ii. the failure by the Employee to substantially or satisfactorily perform his/her duties hereunder, as a result of physical or mental incapacity (hereinafter referred to as "disability"), which disability shall continue for more than three (3) consecutive months or an aggregate of more than five (5) months in any calendar year ("Permanent Disability"); or
- iii. for "Cause", which shall mean the following:
  - a) the willful failure by the Employee to substantially perform his/her duties hereunder (including the breach of any provision of Sections 11 and/or 12 for reasons other than death or disability);
  - b) the commission by the Employee of an act constituting fraud or any other criminal offence against the Company or otherwise;
  - c) any act or failure to act by the Employee which involves dishonesty in the course of his/her employment or theft of the Company's assets;
  - d) Employee's refusal or willful failure to act in accordance with any direction or order of the Company and/or of his/her superiors in the Company, or material neglect, which continues after the Employee has been given five (5) days prior written notice and an opportunity to cure;
  - e) conviction of the Employee for any criminal offence (other than an offence under road traffic law for which the Employee is not sentenced to any term of imprisonment whether immediate or suspended); or
  - f) Employee's willful or intentional act or conduct that in any way has a direct, substantial and adverse effect on the Company's business, operations or reputation.
  - g) Employee's unauthorised absence from work for a period of 5 or more days.
- b) The Company may at any time and in its sole discretion, by giving sixty (60) days written notice to the Employee, or by payment of Salary in lieu thereof, terminate this Employment Agreement 'at will' for any reason, including those not set forth in Section 8 (a). However, the Company shall not be obligated to pay, in lieu of the sixty (60) days written notice, the salary of the employee if, the employee's employment is terminated under clause 8 (a) (iii) (g) of this Employment Agreement.

#### **9 Termination of Employment by the Employee**

The Employee may terminate his/her employment under this Employment Agreement for Good Reason. For purposes of this Agreement, "Good Reason" shall mean any reduction in or failure by the Company to pay the compensation and benefits provided for in this Employment Agreement after the Employee has given the Company sixty (60) days written notice and the opportunity to cure such failure.





## 10 Obligations upon Termination

- 1 Payments. The Company shall not be obligated to pay and shall not be liable to the Employee for any termination of the Employee's employment hereunder if such termination is in accordance with the terms of this Employment Agreement.
- 2 Death and Permanent Disability. If the Employee dies or suffers from a permanent disability while employed under this Employment Agreement, the Company shall make due payments as required in connection with the Employee's provident fund and gratuity fund to the Employee, the Employee's nominee(s) or, if no nomination has been made, to his/her legal heirs as the case maybe.

## 11 Disclosure of Information

- a) All memoranda, notes, records or other documents made or compiled by the Employee or made available to him/her during the Employment Term concerning the business and/or operations of the Company shall be the Company's property and shall, if in the possession or under the control of the Employee, be delivered to the Company on the termination of the Employee's employment. The Employee shall not use for himself /herself or others, or divulge to others, any proprietary or confidential information of the Company, obtained by him/her as a result of his/her employment, unless authorized by the Company. For purposes of this Section 11, the term "proprietary or confidential information" shall mean all information which is known only to the Employee and/or to other current or former employees of the Company, consultants of the Company or others in a confidential relationship with the Company and relates to specific matters including but not limited to trade secrets, marketing programs, customers, potential customers and vendor lists, pricing and credit techniques, program codes, software design, know how, research and development activities, private processes, and books and records as they may exist from time to time, other technical and business information indicated expressly by the Company to be proprietary, any information that is in fact treated as proprietary by the Company insofar as it is kept secret, stamped with a restrictive legend, and/or access to the information is restricted.
- b) The Employee hereby agrees to unconditionally, irrevocably and as soon as is practicably possible assign, grant and transfer to the Company all his/her ownership rights and beneficial interests, including all intellectual property rights, in every work product which is used or created in the course of his/her employment with the Company. The Employee shall fully cooperate with the Company in this regard and shall immediately sign and execute any document, provided by the Company to the Employee, as is required by the Company to seek any protection under Section 11(b) of this Employment Agreement.
- c) In the event of a breach or a threatened breach by the Employee of the provisions of this Section 11, the Company shall be entitled to an injunction restraining the Employee from disclosing, in whole or in part, the aforementioned proprietary or confidential information of the Company, or from rendering any services to any person, firm, corporation, association or other entity to whom such proprietary or confidential information, in whole or in part has been disclosed or is threatened to be disclosed. Nothing herein contained shall be construed as prohibiting the Company from pursuing any other remedies available to the Company for such breach or threatened breach including the recovery of damages from the Employee.
- d) The Employee hereby warrants and represents that he is not prohibited by any agreement or the order of any court from entering into and carrying out the terms of this Employment Agreement.

CIN:U74130KA2007PTC043738



## 12 Non Competition and Non-Solicitation

- a) Expressly in consideration for the Company's agreement to employ the Employee under the terms and conditions of this Agreement and the promises made by the Company in this Employment Agreement, the Employee agrees that:

During the Employment Term, the Employee shall not (without the express written approval of the Company's Board of Directors) directly or indirectly own (partially or completely) or control, whether through ownership of shares, contract or otherwise, or work or render services for, be employed or engaged by, represent in any capacity, or advise or consult (whether or not for compensation), any person, sole proprietorship, partnership, body corporate or other entity (governmental or otherwise) who or which conducts or is involved with any business activity that competes with any service provided by the Company (the services provided by the Company, the "Services"); and

- b) For a period of one (1) year following the Employment Term, the Employee shall not directly or indirectly solicit or accept from any person, sole proprietorship, partnership, body corporate or other entity (governmental or otherwise) who or which, during said one (1) year period is a Services customer of the Company, any of such customer's business which involves any services that directly or indirectly competes with any Services; and
- c) For a period of one (1) year following the Employment Term, the Employee shall not directly or indirectly employ, engage, contract in any manner for the services of, or solicit the services of any person who is or, at any time during the Employment Term, was an employee of the Company; and
- d) Each time period specified in paragraphs (ii) and (iii) above in this Section 12(a), shall be extended to include: (A) any period of time during which the Employee was engaged in activities constituting a breach of this Employment Agreement; (B) any period of time during which litigation or arbitration transpires regarding any Employee's activities constituting a breach or alleged breach of the Employment Agreement; and (C) any period of time during which Employee provides services to or through the Company as a consultant or other independent contractor after termination of this Agreement.

The Employee's promise, duties and obligations made in this Section 12 shall survive the termination of this Employment Agreement, for any reason whatsoever, by either party to the Employment Agreement (for any reason whatsoever). If any of the restrictions contained in this Section 12 are ever judicially held to exceed the time limitations permitted by applicable law, then such restrictions shall be deemed to be automatically amended and revised to comply with the maximum time limitations permitted by applicable law. If the Employee breaches any or all of the promises in this Section 12, the parties to this Employment Agreement acknowledge and agree that the Company will suffer immediate, material, immeasurable, continuing and irreparable damage and harm and the remedies at law for the Employee's breach will be inadequate (and the Employee hereby waives the claim or defense that an adequate remedy at law is available). The Company therefore shall be entitled to injunctive relief against the Employee in addition to any and all other legal or equitable remedies (including, but not limited to, an action and judgment for damages), and the Employee hereby waives and relinquishes any requirement that the Company post a bond or other security for such injunctive relief.



### 13 Conditions of Employment.

Notwithstanding anything to the contrary, the Employee's employment with the Company pursuant to this Employment Agreement is subject to the Employee's (1) completing, to the Company's satisfaction, background screening procedures, including without limitation fingerprinting and credit check, (2) execution of the State Street Corporation Confidentiality Agreement, (3) verification of the Employee's right to work, and (4) certification of the Employee's compliance with the State Street Corporation Standard of Conduct.

### 14 Dispute Resolution

Any dispute or controversy arising out of or relating to this Employment Agreement shall be settled by arbitration to be held in Mumbai, Maharashtra, India in accordance with the Arbitration and Conciliation Act, 1996 (the 'Arbitration Act'), as then existing, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by agreement between the parties hereto. If the Parties fail to reach an agreement with respect to the appointment of an arbitrator within 30 (thirty) calendar days of any Party's notice to the other Party of the existence of a dispute, the arbitrator shall be selected according to the Arbitration Act. The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

### 15 Specific Performance

The Employee acknowledges and confirms that this Employment Agreement, and specifically restraints imposed upon him/her pursuant to Sections 11 and 12, do not constitute an agreement by which the Employee is restrained from exercising a lawful profession, trade or business of any kind. The Employee also acknowledges and confirms that the requirements and restraints imposed upon him/her pursuant to Sections 11 and 12 hereof are no greater than are reasonably necessary to preserve and protect the assets and legitimate business interests of the Company and to provide the benefits to which the Company is entitled hereunder, and that said restraints will not impose undue hardship upon the Employee and that any violation of any of the provisions of such Sections would irreparably injure the Company. Accordingly, the Company may, in addition to pursuing its other remedies, obtain an injunction from any court having jurisdiction over the matter against the Employee for any such violation. No bond or other security shall be required from the Company in connection with such injunction and the Employee hereby waives and agrees not to assert before any such court any claim or defense as to the availability to the Company of other remedies at law or in equity. The Employee understands that nothing in this Agreement restrains the Employee from engaging, after his/her employment by the Company ceases, in any lawful profession, trade or business or employment with any other firm or body corporate which does not involve activities in violation of any of the terms of Section 12.

### 16 Representations.

The Employee hereby represents, acknowledges and confirms that:

- a) the Employee has executed and delivered this Employment Agreement as his/her free and voluntary act, after having determined that the provisions contained herein are of a material benefit to him/her, and that the duties and obligations imposed on him hereunder are fair and reasonable and will not prevent him/her from earning a comparable livelihood following the termination of his/her employment with the Company;



- b) the Employee has read and fully understands the terms and conditions set forth herein, has had time to reflect on and consider the benefits and consequences of entering into this Employment Agreement, and has had the opportunity to review the terms hereof with an attorney or other representative if he so chooses; and
- c) the execution and delivery of this Employment Agreement by the Employee does not conflict with, or result in a breach of or constitute a default under, any agreement or contract, whether oral or written, to which the Employee is a party or by which the Employee may be bound.

**17 Waiver of Breach**

A waiver by the Company of a breach of any provision of this Employment Agreement by the Employee shall not operate or be construed as a waiver or estoppels of any subsequent breach by the Employee. No waiver shall be valid unless in writing and signed by an authorized officer of the Company.

**18 Assignment**

This Employment Agreement is personal in nature and may not be assigned or transferred by the Employee without the prior written consent of the Company.

**19 Miscellaneous**

- a) Notices. All notices required or permitted to be given under the provisions of this Employment Agreement shall be in writing and delivered personally or by certified or registered mail, return receipt requested, postage prepaid, or given by a nationally recognized courier service providing for proof of delivery to the following persons at the following addresses, or to such other persons at such other addresses as any party may request by notice in writing to the other party to this Agreement:

If to the Employee:

4-1-104/13/101,KAVYA RESIDENCY  
STNO-3,BHAVANI NAGAR  
NACHARAM,HYDERABAD  
PIN : 500076

If to the Company:

12th Floor, One BKC Building  
Bandra Kurla Complex, Bandra (East)  
Bandra (East)  
Mumbai, Maharashtra



- b) Construction. This Employment Agreement shall be construed with, and be governed by, the laws of India without giving effect to the principles of conflicts of laws thereof.
- c) Entire Agreement. This instrument contains the entire understanding and agreement between the parties relating to the subject matter hereof and all prior oral and written agreements are extinguished, and neither this Employment Agreement nor any provision hereof may be waived, modified, amended, changed, discharged or terminated, except by an agreement in writing signed by the party against whom enforcement of any waiver, modification, change, amendment, discharge or termination is sought.
- d) Binding Effect. This Employment Agreement shall inure to the benefit of, and may be enforced by, the Company, its successors and assigns and shall be binding upon the Employee.
- e) Illegality. If any one or more of the provisions of this Employment Agreement shall be invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained herein shall not in any way be affected or impaired thereby.
- f) Captions. The captions of the sections hereof are for convenience only and shall not control or affect the meaning or construction of any of the terms or provisions of this Employment Agreement.
- g) Collective Bargaining Agreement. This Employment Agreement and the terms and conditions of employment of the Employee shall not be governed by or subject to any existing or hereafter executed collective bargaining agreement including any applicable collective bargaining laws.
- h) Counterparts. This Employment Agreement may be executed in several counterparts, each of which shall be considered on original, but which when taken together, shall constitute one agreement.

You are required to sign and return this contract to indicate that you have read and understood the above terms and conditions.

I shall look forward to receiving from you the signed duplicate of this letter as soon as possible

**For StateStreet Corporate Services Mumbai Private Limited**

**Merlyn Fernandes**  
**Vice President - Talent Acquisition**

This is an electronically signed letter and hence does not require a wet ink signature

I hereby confirm my agreement with the terms and conditions of employment set out in this letter.

Sign :  
Name : Manepalli Giridhar  
Date :

CIN:U74130KA2007PTC043738



## Exhibit "A"

<b>Name</b>	<b>Manepalli Giridhar</b>	
<b>Designation</b>	<b>Associate 1</b>	
<b>SALARY COMPONENTS</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
Basic	8,750	105,000
Home Rental Allowance	4,375	52,500
Leave Travel Allowance	1,458	17,500
Statutory Bonus	1,750	21,000
Special Allowance	6,447	77,360
Employee State Insurance- Company Contribution	-	-
Provident Fund - Company Contribution	1,800	21,600
Gratuity - Company Contribution	420	5,040
<b>GUARANTEED CASH (TOTAL COMPENSATION)</b>	<b>25,000</b>	<b>300,000</b>

\* Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided.

**Variable Bonus:**

- \* Incentive Compensation (IC): Based on your performance and other business metrics, you may be entitled to an IC. IC is payable only upon achievement of certain objectives and goals and therefore the management enjoys an absolute right in the matters of awarding the IC. This IC is subject to taxation.

**Benefits:**

- \* As a part of the benefits scheme, you will be eligible for Sodexo card with a Monthly credit of Rs. 1,500
- \* Coverage under Group Personal Accident policy of upto 3 times of annual Gross salary
- \* Coverage under Group Term Life Policy of upto 5 times of annual Gross salary
- \* Hospital Insurance coverage of INR 500,000 per annum which includes Family. Family consists of Self, Spouse, two Children and Parents (sub limits for parents).

CIN:U74130KA2007PTC043738

I hereby confirm my agreement with the terms and conditions of employment set out in this letter.

Sign :  
Name : Manepalli Giridhar  
Date :





## LETTER OF INTENT

Name: Vaishnavi Anil Date of Joining: June'2019 - October'2019  
Title Associate 1 Location: Hyderabad

SALARY COMPONENTS	MONTHLY	ANNUAL
Basic	8,750	1,05,000
Home Rental Allowance	4,375	52,500
Leave Travel Allowance	1,458	17,500
Statutory Bonus	1,750	21,000
Special Allowance	7,197	86,360
Employee State Insurance- Company Contribution	-	-
Provident Fund - Company Contribution	1,050	12,600
Gratuity - Company Contribution	420	5,040
<b>GUARANTEED CASH (TOTAL COMPENSATION)</b>	<b>25,000</b>	<b>3,00,000</b>

In addition to the above earnings, you shall also be entitled to a Discretionary Bonus, Sodexo Coupons, Shift Allowances, Personal accident and Life Insurance cover as governed by State Street Corporation policies and guidelines.

**Sodexo Coupons:** 1500 per month (1500\*12 = 18000 p/a)  
**Personal Accident Insurance:** Coverage upto 3 times of annual salary (for self only).  
**Life Insurance:** Coverage upto 3 times of Annual Fixed Pay (for self only).  
**Hospital Insurance:** Hospital Insurance coverage of INR 5,00,000 per annum which includes Family. Family consists of Self, Spouse, two Children and Parents (sub limits for parents).

**Note:**

1. This is only a letter of Intent and the confirmation will happen only once you receive an offer letter from the company.
2. This offer is a conditional letter and is subjected to you clearing your academics as per your institution/university guidelines
3. This letter of intent will be followed with an offer letter and your employment with us is subject to you successfully clearing State Street's anti-corruption requirements & background verification checks conducted by the company.
4. Leave Travel Allowance can be claimed at actuals against bills in line with rules laid down by Income Tax Act. Unclaimed amount will be paid as taxable at the end of the financial year.
5. Performance Incentive schemes and any other form of variable compensation is subject to company, business and individual performance.

We are delighted at the prospect of you joining our organization and would like to take this opportunity to welcome you to the company.

Please sign below and return to us a copy of this letter. Please also note this offer is strictly private and confidential and we request you to treat your employment terms with the strictest confidence.

For StateStreet Corporate Services Mumbai Private Limited

Merlyn Fernandes  
Vice President - Talent Acquisition

I have understood my roles and responsibilities and accept the terms and conditions mentioned in this Letter of Intent.

Sign:

Name: Vaishnavi Anil

Date:

CIN U74130KA2007PTC043758



## LETTER OF INTENT

Name: B Rohini Date of Joining: June'2019 - October'2019  
Title Associate 1 Location: Hyderabad

SALARY COMPONENTS	MONTHLY	ANNUAL
Basic	8,750	1,05,000
Home Rental Allowance	4,375	52,500
Leave Travel Allowance	1,458	17,500
Statutory Bonus	1,750	21,000
Special Allowance	7,197	86,360
Employee State Insurance- Company Contribution	-	-
Provident Fund - Company Contribution	1,050	12,600
Gratuity - Company Contribution	420	5,040
<b>GUARANTEED CASH (TOTAL COMPENSATION)</b>	<b>25,000</b>	<b>3,00,000</b>

In addition to the above earnings, you shall also be entitled to a Discretionary Bonus, Sodexo Coupons, Shift Allowances, Personal accident and Life Insurance cover as governed by State Street Corporation policies and guidelines.

**Sodexo Coupons:** 1500 per month (1500\*12 = 18000 p/a)  
**Personal Accident Insurance:** Coverage upto 3 times of annual salary (for self only).  
**Life Insurance:** Coverage upto 3 times of Annual Fixed Pay (for self only).  
**Hospital Insurance:** Hospital Insurance coverage of INR 5,00,000 per annum which includes Family. Family consists of Self, Spouse, two Children and Parents (sub limits for parents).

- Note:**
1. This is only a letter of Intent and the confirmation will happen only once you receive an offer letter from the company.
  2. This offer is a conditional letter and is subjected to you clearing your academics as per your institution/university guidelines
  3. This letter of intent will be followed with an offer letter and your employment with us is subject to you successfully clearing State Street's anti-corruption requirements & background verification checks conducted by the company.
  4. Leave Travel Allowance can be claimed at actuals against bills in line with rules laid down by Income Tax Act. Unclaimed amount will be paid as taxable at the end of the financial year.
  5. Performance Incentive schemes and any other form of variable compensation is subject to company, business and individual performance.

We are delighted at the prospect of you joining our organization and would like to take this opportunity to welcome you to the company.

Please sign below and return to us a copy of this letter. Please also note this offer is strictly private and confidential and we request you to treat your employment terms with the strictest confidence.

For StateStreet Corporate Services Mumbai Private Limited

Merlyn Fernandes  
Vice President - Talent Acquisition

I have understood my roles and responsibilities and accept the terms and conditions mentioned in this Letter of Intent.

Sign:

Name: B Rohini

Date:

CIN:U74130KA2007PTC043738



Highly Confidential

State Street Financial Services (India) Pvt. Ltd.  
 Corporate Office: State Street Financial Services (India) Pvt. Ltd.,  
 Plot No. 2, Sector 10, Connaught Place, New Delhi - 110028  
 Registered Office: State Street Financial Services (India) Pvt. Ltd.,  
 Plot No. 2, Sector 10, Connaught Place, New Delhi - 110028  
 CIN: U74130KA2007PTC0243758

Exhibit "A"

<b>Name</b>	Anjali	
<b>Designation</b>	Associate 1	
<b>SALARY COMPONENTS</b>	<b>MONTHLY</b>	<b>ANNUAL</b>
Basic	8,750	105,000
Home Rental Allowance	4,375	52,500
Leave Travel Allowance	1,458	17,500
Statutory Bonus	1,750	21,000
Special Allowance	6,447	77,360
Employee State Insurance- Company Contribution	-	-
Provident Fund - Company Contribution	1,600	21,600
Gratuity - Company Contribution	420	5,040
<b>GUARANTEED CASH (TOTAL COMPENSATION)</b>	<b>25,000</b>	<b>300,000</b>

\* Allowances are subject to all applicable taxes. LTA is non-taxable only if proof of actual expenditure is provided

Variable Bonus:

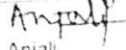
- \* Incentive Compensation (IC): Based on your performance and other business metrics, you may be entitled to an IC. IC is payable only upon achievement of certain objectives and goals and therefore the management enjoys an absolute right in the matters of awarding the IC. This IC is subject to taxation.

Benefits:

- \* As a part of the benefits scheme, you will be eligible for Sodexo card with a Monthly credit of Rs. 1,500
- \* Coverage under Group Personal Accident policy of upto 3 times of annual Gross salary
- \* Coverage under Group Term Life Policy of upto 5 times of annual Gross salary
- \* Hospital Insurance coverage of INR 500,000 per annum which includes Family. Family consists of Self, Spouse, two Children and Parents (sub limits for parents)

CIN: U74130KA2007PTC0243758

I hereby confirm my agreement with the terms and conditions of employment set out in this letter.

Sign:   
 Name: Anjali  
 Date: 18-06-2019



- b) Construction. This Employment Agreement shall be construed with, and be governed by, the laws of India without giving effect to the principles of conflicts of laws thereof.
- c) Entire Agreement. This instrument contains the entire understanding and agreement between the parties relating to the subject matter hereof and all prior oral and written agreements are extinguished, and neither this Employment Agreement nor any provision hereof may be waived, modified, amended, changed, discharged or terminated, except by an agreement in writing signed by the party against whom enforcement of any waiver, modification, change, amendment, discharge or termination is sought.
- d) Binding Effect. This Employment Agreement shall inure to the benefit of, and may be enforced by, the Company, its successors and assigns and shall be binding upon the Employee.
- e) Illegality. If any one or more of the provisions of this Employment Agreement shall be invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained herein shall not in any way be affected or impaired thereby.
- f) Captions. The captions of the sections hereof are for convenience only and shall not control or affect the meaning or construction of any of the terms or provisions of this Employment Agreement.
- g) Collective Bargaining Agreement. This Employment Agreement and the terms and conditions of employment of the Employee shall not be governed by or subject to any existing or hereafter executed collective bargaining agreement including any applicable collective bargaining laws.
- h) Counterparts. This Employment Agreement may be executed in several counterparts, each of which shall be considered on original, but which when taken together, shall constitute one agreement.

You are required to sign and return this contract to indicate that you have read and understood the above terms and conditions.

I shall look forward to receiving from you the signed duplicate of this letter as soon as possible

For StateStreet Corporate Services Mumbai Private Limited

Merlyn Fernandes  
Vice President - Talent Acquisition

This is an electronically signed letter and hence does not require a wet ink signature

I hereby confirm my agreement with the terms and conditions of employment set out in this letter.

Sign : Anjali

Name : Anjali

Date : 18-06-2019

CIN:U74100KA2005PTC043735

SNo	Full Name	Candidate Id	Primary Email	Mobile	USN	Degree Name	Final Status
1	Vaishnavi Anil	1880339	vkvaish151@gmail.com	9573968176	201118SSGRAD064	B.Com.	Offered
2	Mokshit Jain	1880310	mokshitjain407@gmail.com	9963321598	201118SSGRAD038	B.Com.	Offered
3	Jakity Sagar	1880305	sagarjakhotiya2401@gmail.com	8106016467	201118SSGRAD037	B.Com.	Offered
4	Swati Chaubey	1880301	swatichaubey8@gmail.com	7097658551	201118SSGRAD046	B.Com.	Offered
5	Mohamed Khozem	1880319	mohammedkhozem@gmail.com	9789081407	201118SSGRAD030	B.Com.	Offered
6	Mula Sanith Reddy	1880284	sanithreddymula2@gmail.com	9542646538	201118SSGRAD023	M Com	Offered
7	Vitla Ramyasree	1880280	vitlaramyasree55@gmail.com	7093968930	201118SSGRAD032	B.Com.	Offered
8	Manisha Suryawanshi	1880287	manishasuryawanshi165@gmail.com	9121924950	201118SSGRAD043	B.Com.	Offered
9	Konda Karthika	1880300	Kondakarthika986@gmail.com	7288096543	201118SSGRAD036	B.Com.	Offered
10	Kashhyap Newar	1880321	newarkashhyap@gmail.com	8790299136	201118SSGRAD050	B.Com.	Offered
11	G Sahithi	1881089	sahithishetty44@gmail.com	8466028826	107240216071	B.Com.	Offered
12	Madhuri Kumari	1880277	madhurikumari0212@gmail.com	8790059030	201118SSGRAD002	M Com	Offered
13	S Sowjan Alse	1880335	salse2207@gmail.com	9030041640	201118SSGRAD093	B.Com.	Offered
14	joshua	1881091	joshuarobert017@gmail.com	8466096491	107240216086	B.Com.	Offered
15	Gopi Krishna	1880298	tgopi.krishna44@gmail.com	7207077209	201118SSGRAD016	B.Com.	Offered
16	Anjali Negi	1880317	anjali24negi@gmail.com	7013011792	201118SSGRAD010	B.Com.	Offered
17	Mohammed Mohsin Ahmed	1880353	mohsinbadsin356@gmail.com	8121635363	201118SSGRAD057	BBA	Offered
18	B Rohini	1881108	rohinibera21@gmail.com	8466901288	107240716063	B.Com.	Offered
19	Rakhi Pathak	1880325	pathakrakhi98@gmail.com	8919442359	201118SSGRAD061	B.Com.	Offered
20	Manepalli Giridhar	1880366	giri82832@gmail.com	7207418716	201118SSGRAD099	B.Com.	Offered
21	kandadi mallika reddy	1881117	reddymallika22@gmail.com	9502801716	107240216073	B.Com.	Offered
22	K B Anoosha	1880282	anooshakb9@gmail.com	9441131236	201118SSGRAD003	B.Com.	On Hold
23	Poodipeddi Satya Kamal kalyan	1881122	poodipeddisatya@gmail.com	7702552525	107217408025	M Com	On Hold
24	Rapolu Navateja	1880327	rapolu.navateja@gmail.com	9291313005	201118SSGRAD072	B.Com.	On Hold
25	Chunchu Aman	1880322	Chunchuaman01@gmail.com	6309628660	201118SSGRAD051	B.Com.	On Hold
26	Mistry Neetu	1880368	Sharma012neetu@gmail.com	7386402012	201118SSGRAD060	BBA	On Hold
27	Sai Gautham	1880344	gautham.sai1999@gmail.com	9848783783	201118SSGRAD065	B.Com.	On Hold

<b>Count of Final Status</b>	<b>Column Labels</b>		
<b>Row Labels</b>	<b>Offered</b>	<b>On Hold</b>	<b>Grand Total</b>
B.Com.	18	4	22
BBA	1	1	2
M Com	2	1	3
<b>Grand Total</b>	<b>21</b>	<b>6</b>	<b>27</b>



· Deadline and detail oriented

**Work Location :** Bangalore

**Shift Type:** US Shift(24/7)

**Salary Package:** INR 3 LPA

Please find attached the JD let us know feasible date to visit your campus.

Kindly let us know if you require any further information

Regards,

Vipin V

Talent Acquisition Team

State Street Corporate Services (Mumbai) Pvt. Ltd.

Salarpuria Sattva Knowledge City, Survey No. 81/3, Unit-1, 2nd Floor,

Raidurg Panmaktha Village, Ranga Reddy District, Hyderabad - 81

W: 040 67090401 ; M: +91 762-509-7133 ; E: [vv2@statestreet.com](mailto:vv2@statestreet.com)

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## placementcell

---

**From:** V, Vipin <VV2@StateStreet.com>  
**Sent:** Friday, November 09, 2018 12:23 PM  
**To:** placementcell@bhavansvc.org  
**Cc:** Acharya, Roma; Kruti Mehta (HirePro)  
**Subject:** State Street - Campus Hiring 2019  
**Attachments:** Associate 1 - Campus JD.PDF

Information Classification: ●● Limited Access

Hello,

*Greeting from State Street!*

This is with regards to our campus hiring process for 2019 batch students.

Please find below details from our end;

### **About State Street**

State Street Corporation (NYSE: STT) is the world's leading provider of financial services to institutional investors including investment servicing, investment management and investment research and trading. With \$28.40 trillion in assets under custody and administration and \$2.48 trillion in assets under management as of June 30, 2014, State Street operates globally in more than 100 geographic markets and employs 29,420 worldwide. For more information, visit State Street's website at [www.statestreet.com](http://www.statestreet.com). Promoting a culture of excellence

With more than 35,420 employees across 29 countries, at State Street, our people are our greatest asset. We recognize that highly skilled, engaged and productive employees are essential to our success. Our company values reflect our commitment to employee engagement, Global Inclusion and corporate social responsibility - to help you build a fulfilling career. Around the world, we aim to be an employer of choice by offering competitive compensation and benefits, personal and professional development opportunities, and a work environment that promotes a diverse array of people, ideas and skills. We're a company that insists on, and rewards, performance excellence. We know our success hinges on attracting the best people to join us - people like you.

State Street supports flexible work arrangements where determined feasible, consistent with business and operational needs. Subject to an individualized assessment of these considerations, roles may be identified as potentially suited for a flexible work arrangement. Requests for a flexible work arrangement can be made upon hire. All employees at State Street have the ability to request flexible work arrangements, with the final decision based solely on business discretion and subject to management approval. More information is available here. We encourage you to explore the possibilities that a career at State Street can offer you. State Street is an Equal Opportunity Employer, and prohibits discrimination against applicants or employees on the basis of any legally protected characteristic.

**Please find below the eligibility details**

### **Eligibility Criteria:**

- B.Com/ M.Com with a focus in Accounting, Economics, Finance or related field preferred.
- Proficient with Microsoft Office Products (Excel, Word)
- Excellent communication, organization, interpersonal planning, and analytical skills



# SUTHERLAND

## PROVISIONAL OFFER LETTER

Campus Name : Khyana Vivekananda college Date : 5<sup>th</sup> Feb 2019

Dear Ankur Singhal . (B.com Computers).

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**

  
**Authorized Signatory**

**Candidate Acceptance**


**Fwd: Bhavan's Vivekananda College -Congratulations to the selected Candidates**

2 messages

seema ghosh <seemaghosh7@gmail.com>  
To: pusmadhas@gmail.com

Pushpalata Kindly update the placement

Sent from my iPhone

Begin forwarded message:

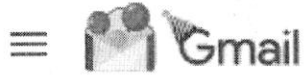
**From:** Sutherland Campus Team India <SutherlandCampusTeam.India@sutherlandglobal.com>  
**Date:** 12 February 2019 at 8:23:48 PM IST  
**To:** "placementcellbvc@gmail.com" <placementcellbvc@gmail.com>, "seemaghosh7@gmail.com" <seemaghosh7@gmail.com>  
**Subject:** Bhavan's Vivekananda College -Congratulations to the selected Candidates

Dear Mrs Seema,

Greetings from Sutherland!!!

It was indeed a pleasure being in your institution for Campus Hiring . I'm hereby mentioning the details of those vibrant minds who have cleared our Voice rounds of interviews & Our Hearty Congratulations to the below Candidates,

S.No	Department	First Name	Last Name	Email	Primary Number	Alternate Number	DOB	Father
1	BSC (PHYSICS)	Vani Sree	Neralla	<a href="mailto:nerallavanisree1998@gmail.com">nerallavanisree1998@gmail.com</a>	8463968798	7659872355	17-Jul-98	Agar
2	B.COM (HON)	Manisha	Pagidipalli	<a href="mailto:pagidipallymanisha1@gmail.com">pagidipallymanisha1@gmail.com</a>	8317517190	9959649658	7-Sep-98	Mal
3	B.COM (HON)	Sumitha	Giri	<a href="mailto:sumitha096@gmail.com">sumitha096@gmail.com</a>	7013688141	8142529764	16-Oct-98	Saty.
4	BSC(ELECTRONICS)	Rasagna	Aravelli	<a href="mailto:aravellirasagna80080@gmail.com">aravellirasagna80080@gmail.com</a>	9573192596	8919102049	11-Apr-98	Jang
5	BSC(ELECTRONICS)	Kavya	Pidishetti	<a href="mailto:kavyapidishetti@gmail.com">kavyapidishetti@gmail.com</a>	9014796981	9849543405	24-Mar-99	She
6	STATISTICS	Vaishnavi	Aliminati	<a href="mailto:vaishnavisaagar@gmail.com">vaishnavisaagar@gmail.com</a>	6303560522	9652163427	26-Feb-99	Srin
7	B.COM (REG)	Anusha	Chendri	<a href="mailto:anu364293@gmail.com">anu364293@gmail.com</a>	9121413693	7997420500	29-Jun-99	Narsir
8	B.COM (REG)	Akhila Reddy	Samala	<a href="mailto:reddyakhila948@gmail.com">reddyakhila948@gmail.com</a>	9177385150	9030626009	18-Jul-98	Agam
9	B.COM (COMP)	Shravya	Kamuni	<a href="mailto:sweetkin99@gmail.com">sweetkin99@gmail.com</a>	6305614573	9676040010	23-May-99	Krishna
10	B.COM (COMP)	Tejashwini	Sarasam	<a href="mailto:sarasamtejashwini98@gmail.com">sarasamtejashwini98@gmail.com</a>	9542813598	8978653911	12-May-98	S.Ram
11	B.COM (COMP)	Prameela	Tv	<a href="mailto:prameelayengar98@gmail.com">prameelayengar98@gmail.com</a>	9642868253	9550211746	21-Nov-98	T.S.Vija
12	BSC(ELECTRONICS)	Bhavana	Veerabathini	<a href="mailto:ybhavana110@gmail.com">ybhavana110@gmail.com</a>	9397051639	9393767416	20-Sep-99	Vasi
13	BSC(ELECTRONICS)	Kapil	Anand	<a href="mailto:kapildevan123@gmail.com">kapildevan123@gmail.com</a>	8328533206	8106258306	3-Aug-98	Ani
14	BSC(ELECTRONICS)	Sri Krishna Pranav	Arumbakkam	<a href="mailto:pranavkrishnaarumbakkam@gmail.com">pranavkrishnaarumbakkam@gmail.com</a>	8897418644	6281052602	16-Nov-99	Ra
15	B.COM (REG)	Sri Krishna	Kumar	<a href="mailto:sreekrish48@gmail.com">sreekrish48@gmail.com</a>	8374683104	9177976111	11-Feb-98	Kui
16	BSC(ELECTRONICS)	Prasanth	P.S.Guru	<a href="mailto:pgprashanth00@gmail.com">pgprashanth00@gmail.com</a>	7671934171	6281597960	14-Aug-99	P S Gur
17	B.COM (COMP)	Vinay	Padamatinti	<a href="mailto:padamatintivinay@gmail.com">padamatintivinay@gmail.com</a>	8499993911	9963626210	3-Jan-99	P Buc
18	BSC(BTGC)	Naina	Kumari	<a href="mailto:naina56ku@gmail.com">naina56ku@gmail.com</a>	9100813140	9912679012	22-Apr-98	Pankaj
19	B.COM (COMP)	Ankur	Singhal	<a href="mailto:ankursinghal880@gmail.com">ankursinghal880@gmail.com</a>	9398727480	7093872728	4-Nov-96	umesh
20	B.COM (COMP)	Hrushikesh	Areti	<a href="mailto:hrushikeshareti2577@gmail.com">hrushikeshareti2577@gmail.com</a>	7207682513	9059999017	4-Jul-98	Bhac
21	B.COM (COMP)	Shiva Prasad	Pitla Venkata	<a href="mailto:venkatashivaprasad98@gmail.com">venkatashivaprasad98@gmail.com</a>	8885834526	9849916523	7-Sep-98	P V Sree



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PUSHPALATHA +

Dear Mrs Seema,

Greetings from Sutherland!!!

It was indeed a pleasure being in your institution for Campus Hiring . I'm hereby mentioning the details of those vibrant minds who have "Associate" . Our Hearty Congratulations to the below Candidates,

S.No	Department	First Name	Last Name	Email	Primary Number	Alternate Number
1	<u>B.Com</u>	Sri Vani	Nidamanuri	<a href="mailto:srivaninidamanuri06@gmail.com">srivaninidamanuri06@gmail.com</a>	9704344421	8639028387
2	BBA	Kundan	Garlapati	<a href="mailto:garlapatikundan3612@gmail.com">garlapatikundan3612@gmail.com</a>	8801545480	9848035632
3	B.Sc	Vamshi krishna	Nimmala	<a href="mailto:vamshinimmala123@gmail.com">vamshinimmala123@gmail.com</a>	7286809080	8374949333
4	B.Sc	Sai kalyan	Vistarakula	<a href="mailto:kalyancandy125@gmail.com">kalyancandy125@gmail.com</a>	9550189471	9866574079
5	BBA	Artham	Harini	<a href="mailto:arthamharini.ah@gmail.com">arthamharini.ah@gmail.com</a>	9030242161	
6	<u>B.Com</u>	Kalyan	Raj P	<a href="mailto:pandikondakalyan.1498@gmail.com">pandikondakalyan.1498@gmail.com</a>	9000912076	9849032279
7	B.Sc	Rajasree	Gaddam	<a href="mailto:rajasreeneta1999@gmail.com">rajasreeneta1999@gmail.com</a>	8639783680	9959784273
8	BCA	Jeetu		<a href="mailto:jeetud7@gmail.com">jeetud7@gmail.com</a>	6301601588	
9	<u>B.Com</u>	Yedla	Srujana	<a href="mailto:srujanayedla08@gmail.com">srujanayedla08@gmail.com</a>	9704160828	9949773818

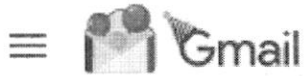
No recent chats  
Start a new one

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

Regards,



Stephen Rajan  
Lead HR Campus Talent Acquisition



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PUSHPALATHA +

No recent chats  
Start a new one

# Fwd: Bhavan's Vivekananda College-Congratulations to the selected cand

Inbox x



**seema ghosh**

to me

Sent from my iPhone

Begin forwarded message:

**From:** Sutherland Campus Team India <[SutherlandCampusTeam.India@sutherlandglobal.com](mailto:SutherlandCampusTeam.India@sutherlandglobal.com)>

**Date:** 8 April 2019 at 11:57:51 AM IST

**To:** "[placementcellbvc@gmail.com](mailto:placementcellbvc@gmail.com)" <[placementcellbvc@gmail.com](mailto:placementcellbvc@gmail.com)>, "[seemaghosh7@gmail.com](mailto:seemaghosh7@gmail.com)" <[seemaghosh7@gmail.com](mailto:seemaghosh7@gmail.com)>

**Subject:** Bhavan's Vivekananda College-Congratulations to the selected candidates

Dear Mrs Seema,

Greetings from Sutherland!!!

It was indeed a pleasure being in your institution for Campus Hiring . I'm hereby mentioning the details of those vibrant r  
"Associate" . Our Hearty Congratulations to the below Candidates,

Sl No	Department	First Name	Last Name	Email	Primary Number	Alter
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## Sutherland Campus Invite - Bhavan's Vivekananda College!

2 messages

ChandraShekhar G3 &lt;ChandraShekhar.G@sutherlandglobal.com&gt;

Mon, Feb 4, 2019 at 11:09 AM

To: "placementcellbvc@gmail.com" &lt;placementcellbvc@gmail.com&gt;, "seemaghosh7@gmail.com" &lt;seemaghosh7@gmail.com&gt;

Cc: Sutherland Campus Team India &lt;SutherlandCampusTeam.India@sutherlandglobal.com&gt;, Ashwin R Kausic &lt;ashwin.kausic@sutherlandglobal.com&gt;

Dear Mrs. Seema/Mr. Mahinder,

Warm Greetings from Sutherland!

As a process transformation company, Sutherland rethinks and rebuilds processes for the digital age by combining the speed and insight of design thinking with the scale and accuracy of data analytics. We have been helping customers, across industries from financial services to health care, achieve greater agility through transformed and automated customer experiences for over 30 years.

Headquartered in Rochester, N.Y., Sutherland employs thousands of professionals spanning 19 countries around the world. To learn more, please visit us at [www.sutherlandglobal.com](http://www.sutherlandglobal.com),

and follow us on FB [www.facebook.com/SutherlandGlobalServicesIndia/](https://www.facebook.com/SutherlandGlobalServicesIndia/)

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 **6<sup>th</sup> Feb'19** 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.**

<b>Work Location</b>	Chennai/ Hyderabad/ Cochin/ Pune/ Mumbai (Malad, Thane, Airoli)
<b>Salary</b>	1.85 L – 2.50 L (Fresher's)

### Interview process

<b>Presentation</b>	A presentation on Sutherland - 40 to 45 mins
<b>Non-voice Screening</b>	Essay writing
<b>Initial Screening</b>	JD/ one on one conversation in batches of 20 - 25 students - approx 45 mins per batch
<b>Communication Assessment</b>	Telephonic interview for those who cleared initial screening - 10 to 15 mins per candidate
<b>HR Interview</b>	Candidates clearing 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. **Audio & Video system** (to play videos)
3. **Printouts of non-voice assessment sheet for all participating candidates** (attached word file)
4. **Classrooms** (For initial screening)
5. **Database of eligible candidates**(Use preferably the format shown in the attached excel file)

Regards,



**Chandra Shekhar G**

Director & Head, Graduate Campus Hiring

SUTHERLAND

M: +919566032427 E: chandrashekhar.g@sutherlandglobal.com

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This email message is for the sole use of the intended recipient(s) and may contain information that is confidential, privileged, proprietary and protected from disclosure by applicable law. Any unauthorized review, use, duplication, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and immediately destroy all copies of this message, including electronic and hard copies. Thank you for your cooperation.

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**2 attachments**

**Campus Non-Voice Sheet.docx**  
13K

**Final Year Data Base.xlsx**  
15K

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**Bhavans Placements** <placementcellbvc@gmail.com>  
To: ChandraShekhar G3 <ChandraShekhar.G@sutherlandglobal.com>

Mon, Feb 11, 2019 at 4:24 PM

Dear ChandraShekhar

Greetings from BVC. Thanks for giving opportunity to our students. Please send us the selected candidates list at the earliest.

thanks and regards  
Dr. M V S Mahendra  
[Quoted text hidden]

Manisha Tandon &lt;mt00592939@techmahindra.com&gt;

24/12/2018 20:48

## Shortlisted Candidates for 20th Dec 2018

To placementcell@bhavansvc.org &lt;placementcell@bhavansvc.org&gt; Copy

Nishanth Dasari &lt;nishanth\_dasari@techmahindra.com&gt; •

Thotakura Prudhvi Rama Raju &lt;tp00513747@techmahindra.com&gt;

Dear Seema ,

PFB the list of the students, who have been shortlisted on 20<sup>th</sup> Dec'18. The overall reception and experience, including the hospitality and co-ordination has been fantastic and we would like to take this opportunity to Thank your organization.

20/12/2018			
Names	DOB	Telephone Number	Final Status
Moni kumari	17-Nov-98	9620735592	Select
Pisapaty Viswa Pranathi	10-Jan-99	7286953274	Select
Samyuktha Sinha	27-May-98	9701135322	Select
Jeetu Das	6-Mar-97	6301601588	Select
R Sharath	18-Jun-98	9550063286	Select
pragati mahanta			Select
Ardham Harini			Select
Aishwarya M menon			Select
Manju mohan			Select
M Sravani			Select
Nafeez	9-Sep-98	9553808356	Hold
O Lakshmi Meghana			Hold
Druti Sree R			Hold

Please be informed that the "Hold" status would remain as is, and would be revised to "Select/Reject", after a telephonic interview, which we could schedule at a later date.

Please reach out to me, for any clarifications on the same.

Regards,

**Manisha|lovetoBeTechMBPS**

Training (BPS)

Infocity SEZ, Tower 1, Hi-Tech City, Madhapur, Hyderabad - 500081

E: 73965 | M: +91 8885657391 |

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Manisha Tandon &lt;mt00592939@techmahindra.com&gt;

27/11/2018 15:38

## Campus Drive - Tech Mahindra BPS (BPS Academy)

To placementcell@bhavansvc.org Copy Nishanth Dasari &lt;nishanth\_dasari@techmahindra.com&gt;

Hello,

Greetings from Tech Mahindra.

We are looking at hiring fresh graduates for FY 18-19 and FY 19-10 for Employee Excellence Center (EEC), a project that's a part of Tech Mahindra BPS. The selected candidates would be a part of the company from day 1, and shall be placed within the company once they clear the certification. The hired candidates for this program would also be paid for the training duration. However, they would need to clear the training certifications in order to continue being a part of the company, as is the same with all the employees at most companies.

Please find below the complete job description and the details specific to this program.

**Employee Excellence Center (EEC)**, is an initiative by Tech Mahindra BPS to improve the employability skills amongst the youth. It is aimed towards training the young and dynamic individuals of our society and offering a lasting career to those who dream of technical support jobs without the supporting qualifications.

EEC offers a versatile program in communication, technical and behavioral training to help kick start an individual's career with skills, confidence and personality boost required today to enter the corporate world.

We would like to give a chance to every individual to earn while he/she learns and build a career in Tech Mahindra after the successful completion of training. During the training tenure he/she will be on the organization's payroll and will earn a full time salary and not a stipend. Post the training he/she'll be entitled to a training bonus as well.

Please refer the details below along with the job description.

**Designation - Associate-Technical Support | Band - U1**

**Job Location - Hyderabad (Tech Mahindra Technological Center, Bahadurpally, (OR) Hi-tech City Branch)**

**Training Location - Tech Mahindra Technological Center, Bahadurpally or Infocity SEZ, Hi-tech City**

**Salary offered (TCTC - Total Cost to the Company)**

Stage	Hyderabad
During Training	1, 80,000/-
Post Training	Based on the project
Onetime Bonus	10,000/-

### **Terms & Conditions**

Selected candidates are required to sign a service indemnity bond with us for a sum of INR 1, 00,000/- (Rupees One Lakh Only). As per the indemnity bond, candidate will be required to serve the company for a minimum period of 1 year from the date of joining

### **Eligibility\*\***

**B.A / B.COM / B.SC / BCA / BBA / 10+Diploma(3 yrs.) / 12+Diploma(3 yrs.)**

### **Job Description**

- Effectively execute calls or chats or emails of the customers in English (Voice based)
- Responsible for Installing, configuring and remote troubleshooting and/or Responsible for handling Network troubleshooting in LAN and WAN environment and/or Responsible for Configuring and troubleshooting the Routers and Modem and/or Responsible for

handling customers' post registration technical queries and/or Responsible for upselling support plans to customer basis warranty entitlement pre-sale customer service and/or Providing technical guidance and support issues related to networking devices like router, switch, hubs, adapters, etc..and/or Troubleshooting for Broadband related issues

- Willing to work in 24x7

**Documents to be provided/submitted (At the time of Joining)**

- Copy of resume
- Copy of All education (10th, 12th, Diploma/Graduation)- All year mark sheets and degree/passing certificate (Incase of 2019 pass-out:- Please provide ATTESTED COPIES OF ALL YEARS MARK-SHEET downloaded from University website and a PROVISIONAL PASSING CERTIFICATE from the respective colleges)
- Address proof (Permanent or correspondence)
- Any government approved Identity Proof
- Two recent passport size photographs

**Please note:-**

- College/University should be approved/affiliated by Govt. Of India or State Govt.
- No commercials involved between Tech Mahindra Ltd. and College & even between candidates and the college or any other third party.
- TECH M's Logo/Name in any advertisement, brochure, pamphlet, etc... should not be used without prior consent.

Feel free to reach the undersigned for any further support/queries or, Nishanth Dasari (9885261721)

Regards,

**Manisha| #lovetobeTechMBPS**

Training (BPS)

Infocity SEZ, Tower 1, Hi-Tech City, Madhapur, Hyderabad - 500081

E: 73965 | M: +91 9885261721 |



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- image001.jpg (4 KB)

## **EMPLOYMENT AGREEMENT**

This employment agreement (the "**Agreement**") is made on April 26, 2019 between Uber India Research and Development Private Limited, a company incorporated according to the laws of India with registered company number U74120TG2016PTC103809 ("**Uber**"), and Ujala Das, residing at 1-23-127/1, Bhudevi nagar, before Seven Temples Lane, Trimulgherry post, Secunderabad-500015., with ID number DDQPD8816R (the "**Employee**").

### **1. Commencement of Employment**

- 1.1 The Employee's employment is expected to commence on **May 6, 2019** or no later than thirty (30) days after this date, following which the offer expires, and to continue unless terminated in accordance with this Agreement.
- 1.2 The offer of employment, the Employee's commencement date and the Employee's continued employment are subject to a number of factors, including but not limited to the following: (i) the Employee's eligibility to reside and work as an employee in the work location; (ii) satisfactory completion of local immigration requirements; (iii) satisfactory completion of any checks or verifications (which may include a background check) required by Uber; (iv) a determination by Uber that the Employee's employment will not give rise to any concerns under Uber's Business Conduct Guide, including the conflict of interest provisions therein; and (v) the Employee's execution of the Restrictive Covenants Agreement (which sets out provisions relating to the protection of Uber's and any Group Company's business, including Uber's Confidential Information and post-employment covenants).
- 1.3 The first three (3) months shall be considered a probationary period (the "**Probationary Period**"). During the Probationary Period, the Employee's performance and suitability for continued employment will be monitored. A decision on the Employee's continued employment will be made on, or within a reasonable period of, the Probationary Period coming to an end. Uber reserves the right to vary or extend the Probationary Period in its sole discretion.

### **2. Position, Duties & Conduct**

- 2.1 The Employee will be employed as "**COE Specialist I**" and will have the powers, responsibilities and authorities assigned by Uber and/or any Group Company as are reasonably consistent with the Employee's position.
- 2.2 Uber's business constantly changes. As such, Uber may, at any time, with or without notice, change the Employee's job title, grading, duties, accountability and reporting line or reassign or transfer the Employee to another role which Uber considers the Employee is suitably qualified and experienced to perform, to the extent permitted by local law. This Agreement will continue to apply regardless of any such changes, unless otherwise agreed in writing.
- 2.3 The Employee must comply with all policies, rules and codes of conduct generally in effect for employees of Uber.
- 2.4 The Employee must not accept employment with or perform any services or activities for any third parties, whether paid or unpaid, which could give rise to an actual or perceived conflict of interest or which could limit the Employee's ability to fulfil his/her work responsibilities. Any outside activities that are paid must be approved in advance and in writing by the Employee's manager and Human Resources. Any outside activities that are unpaid and could give rise to an actual or perceived conflict must be approved in advance and in writing by the Employee's manager. Determining whether an actual or perceived conflict of interest exists can be complicated, so it is important to be transparent.

# UBER



Examples of clear conflicts of interest include cases where employees are associated with competitors, potential competitors, suppliers or contractors and cases where employees have a financial interest in companies that act as suppliers or providers to Uber.

- 2.5 The Employee represents that the Employee's performance of all the terms of this Agreement does not and will not breach any agreement the Employee has entered into, or will enter into, with any third party, including without limitation any agreement to keep in confidence proprietary information or materials acquired by the Employee in confidence or in trust from such third party prior to or during the Employment Agreement. The Employee will not disclose to Uber or use, or induce Uber to use, any inventions, confidential or non-public proprietary information or material belonging to any previous client, employer or any other party. The Employee acknowledges and agrees that the Employee has notified Human Resources and his/her manager in writing of any agreements (non-competition agreements, non-solicitation of customers agreements and non-solicitation of employees agreements) with a current or former client, employer, or any other person or entity, that may restrict the Employee's ability to perform the contractual duties under this Agreement or the Employee's ability to recruit or engage customers or service providers, contractors, suppliers or partners on behalf of Uber. The Employee shall not enter into any written or oral agreement that conflicts with the provisions of this Agreement.

### 3. Working Hours & Location

- 3.1 The Employee shall perform the duties on a shift system basis divided over five (5) working days per week with two (2) rest days, which may or may not be consecutive. The Employee will work such hours and at such times as will be notified to the Employee by way of a roster, to be circulated no later than 1 week prior to the start of each shift.
- 3.2 The Employee may be required to perform work on weekends, public holidays and in excess of the usual office hours when such is reasonably necessary for the proper performance of the Employee's duties. Any remuneration for this additional work shall be deemed to be included in the Employee's base salary and the Employee shall not be entitled to any additional remuneration or overtime, unless required by local law.
- 3.3 The Employee shall perform the Employee's duties under this Agreement for the benefit of Uber at Uber's premises in India, IND Hyderabad (13 Kondapur Village) - OFFICE\_COE, being the primary place of work of the Employee. However, the Employee may be expected to travel and Uber is authorised to relocate the Employee's workplace to another location, temporarily or permanently, in accordance with business needs to the extent permitted by local law.

### 4. Compensation

- 4.1 **Salary:** The Employee is entitled to a total annual base salary of **INR 268,000.00** (two hundred and sixty-eight thousand) payable in twelve (12) monthly instalments in arrears, as well any statutory allowances required by local law. In the case of part-time employment, the Employee's total annual base salary and any statutory allowances required by local law will be pro-rated in accordance with local practice. All days of the month are deemed to be fully paid.
- 4.2 **Performance-Linked Bonus Plan:** The Employee will be eligible to participate in Uber's Performance-Linked Bonus Plan in accordance with the terms and conditions of that Plan in force from time to time.
- 4.3 **Expenses:** Uber shall reimburse the Employee in respect of all expenses reasonably and properly incurred by the Employee in the proper performance of his/her duties and subject to the Employee

# UBER

providing such receipts or other evidence of expenditure as Uber may require and subject to Uber's rules and policies in force from time to time.

- 4.4 **Contributions:** In addition to the Employee's monthly base salary, Uber will make monthly Provident Fund contributions, if applicable and as required by local law. Uber will also make corresponding deductions (including for tax) from the Employee's monthly base salary, as required by local law.
- 4.5 **Deductions:** The Employee authorises Uber to deduct (to the maximum extent permitted by local law) from any payments due to the Employee, any monies owed to Uber or any Group Company, including (without limitation) to recover any over-payment of salary, unpaid loans or unauthorized expenses. Where such a deduction is not permitted by local law or is less than the amount owed, the Employee will repay any outstanding amounts owed to Uber.
- 4.6 **Compensation for work-related personal injuries:** The Employee may in certain situations be entitled to receive compensation in accordance with the Employees' Compensation Act, in case any personal injury is caused to the Employee by accident arising out of and in the course of the Employee's employment, unless the amounts are covered by any insurance policies obtained by Uber for or on behalf of the Employee.

## 5. Leave and Holidays

- 5.1 **Annual Leave:** The Employee will be entitled to annual leave as set out in Uber's leave policies. Any annual leave taken will be first applied against the Employee's minimum statutory annual leave entitlement under local law. Any leave carry-over entitlement or payment upon termination will be provided in accordance with local law. .
- 5.2 **Sick Leave:** If the Employee is absent from work for any medical reason, the Employee must inform his/her line manager or Human Resources before 9:00 am (local time) on the first day of absence and produce a valid medical certificate in accordance with the applicable leave policy. The Employee will be paid for any period of sick leave in accordance with local law. Uber may choose to offer enhanced sick leave terms but, if it does, it may decide to withdraw or discontinue those enhanced terms at its sole discretion.
- 5.3 **Other Leaves:** The Employee may be entitled to other forms of leave in accordance with local law. Eligible female employees shall be entitled to maternity benefits in accordance to local law.
- 5.4 **Statutory Holidays:** The Employee is not required to perform duties on Statutory Holidays and will be paid for those days.

## 6. Termination of Employment & Suspension

- 6.1 **Termination With Notice:** Subject to any applicable statutory notice period and Uber's right to terminate without notice in certain circumstances, this Agreement may be terminated by either party giving the other party the following notice or making a payment in lieu thereof of base salary only (unless otherwise required by local law):
  - (a) During the first month of the Probationary Period (if applicable): no notice required;
  - (b) During the remainder of the Probationary Period (if applicable): seven (7) days; and
  - (c) After the expiry of the Probationary Period or if no Probationary Period: one (1) month.

**Note:** Employees who transfer or are promoted into a different position may be required to agree to a different notice period in connection with such transfer or promotion.

# UBER

- 6.2 **Termination Without Notice:** Uber reserves the right to terminate this Agreement without notice in the event of any act of gross misconduct or serious breach of the terms of this Agreement. Any delay by Uber in exercising such right of termination without notice shall not constitute a waiver thereof. The following is a non-exhaustive list of situations in which Uber may terminate this Agreement without notice where appropriate:
- (a) Serious misconduct, including violations of the Network Acceptable Use Policy, Data Access Policy, Information & Security Policy, the Business Conduct Guide, the Employee Handbook and any relevant local addenda, and other applicable policies;
  - (b) The Employee fails to comply with Uber's Anti-Corruption Policy, the UK Bribery Act 2010, the U.S. Foreign Corrupt Practices Act or any equivalent local legislation;
  - (c) The Employee is prevented by applicable law or regulation from performing any material part of his/her duties;
  - (d) The Employee is expelled, suspended or subject to any serious disciplinary action by a relevant professional body or ceases to meet the requirements of any regulatory body or statutory authority as a result of which the Employee is no longer able to perform all or any of the duties under this Agreement;
  - (e) The Employee ceases to be eligible to work in the work location; or
  - (f) Any ground on which Uber would be entitled to terminate the Agreement without notice at common law and/or under statute.
- 6.3 **Garden Leave & Suspension:** Uber shall be entitled to place the Employee on garden leave, require the Employee to refrain from active duty and/or suspend the Employee (with or without pay) at any time, to the extent permitted by local law. This right also applies following notice of termination of employment by either party. Uber may require the Employee to take any accrued but untaken annual leave during the notice/garden leave period, to the extent permitted by local law.
- 6.4 **Post-Termination Obligations:** During the notice/garden leave period (if any) and after termination of employment, the Employee must cooperate with Uber and take any further actions as Uber may reasonably require to finalise his/her duties and ensure a proper handover. Following notice of and/or upon termination of this Agreement, the Employee shall immediately return to Uber any materials, devices, properties, equipment, documents, keys, any documents containing Confidential Information (as defined below) and any other items belonging to Uber or leased/rented by Uber from third parties. The Employee shall not withhold any copies or reproductions of those items or deliver such items or reproductions to anyone else.
- 6.5 **Non-Disparagement:** Both during and after the Employee's employment with Uber, the Employee will not make or publish any comment or statement that is disparaging, derogatory or untrue about, or that is in Uber's reasonable opinion detrimental to or adverse to or which may bring into disrepute, Uber, any Group Company and/or any of their respective current and former directors, officers, employees, shareholders, contractors, workers, agents and affiliates, including their successors and assigns. This will not apply to the extent that such comment or statement: (i) is required by law or by any regulatory body, court, or tribunal of competent jurisdiction acting pursuant to law; (ii) is made solely to instruct legal advisers representing the Employee; or (iii) constitutes a voluntary reporting of suspected unlawful conduct to authorities of competent jurisdiction made pursuant to law.

6.6 **Repatriation:** If applicable and to the extent permitted by local law, Uber shall not be obliged to pay for any costs in connection with the repatriation of the Employee to his/her home country and the Employee expressly consents to bear any such costs.

7. **Intellectual & Industrial Property Rights**

7.1 All Intellectual and Industrial Property Rights (as defined below) created by the Employee (whether alone or together or with any other person or persons) during the course of his/her employment shall vest in and be the absolute property of Uber, and the Employee agrees to assign and hereby assigns to Uber all present and future Intellectual and Industrial Property Rights created by the Employee during the course of his/her employment to Uber. The Employee shall promptly disclose to Uber or the applicable Group Company fully and completely any and all of the Works (as defined below).

7.2 Insofar as the rights specified hereinafter are not vested in Uber by operation of law on the grounds of the employment relationship between the parties, upon the request of Uber, the Employee shall assign and, insofar as possible, hereby assigns to Uber or the applicable Group Company in advance any Intellectual and/or Industrial Property Rights of whatever nature in or arising from ideas, concepts, methods, designs discoveries, inventions, improvements and/or developments (in whatever form and on whatever media) originated, developed, whether or not patentable, copyrightable or otherwise legally protectable, made or acquired by the Employee in the discharge of the Employee's duties for Uber or by use of any knowledge gained in the performance of the Employee's duties for Uber or the applicable Group Company (the "**Works**").

7.3 The Employee agrees to assist Uber or the applicable Group Company, or its designee, in every proper way to secure Uber's or the applicable Group Company's, or its or their designees', rights in the Works, and any copyrights, patents, trademarks, Moral Rights (as defined below), or other intellectual property rights relating thereto in any and all countries, including the disclosure to Uber or its designee of all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments, recordations, and all other instruments which Uber or its designees shall deem necessary in order to apply for, obtain, maintain and transfer such rights, or if not transferable, waive such rights, and in order to assign and convey to Uber or its designee, and any successors, assigns and nominees the sole and exclusive right, title and interest in and to the Works, and any copyrights, patents, or other intellectual property rights relating thereto. The Employee further agrees that the Employee's obligation to execute or cause to be executed any such instrument or papers shall continue during and at all times after the end of the Employee's employment.

7.4 The Employee agrees that if the Employee incorporates the Employee's inventions or other intellectual property into the Works ("**Employee IP Rights**"), to the extent permitted by local law, the Employee hereby grants to Uber a non-exclusive, fully paid-up, royalty-free, assumable, perpetual, worldwide license, with right to transfer and to sublicense, to practice and exploit such Employee IP Rights and to make, have made, copy, modify, make derivative works of, use, sell, import, and otherwise distribute under all applicable intellectual property laws without restriction of any kind, and agrees not to assert such Employee IP Rights against Uber.

7.5 The Employee shall execute such further instruments and take such further actions as Uber may request to obtain, defend, maintain or enforce its Intellectual and Industrial Property Rights in and ownership of the Works. In the event Uber is unable for any reason, after reasonable effort to secure the Employee's signature on any document needed in connection with the actions specified in this Clause, the Employee hereby irrevocably appoints Uber and its duly authorized officers and agents as the Employee's attorney in fact, to act for and on the Employee's behalf to execute, verify, and file any such documents and to do all other lawfully permitted acts to further the purposes of this

**UBER**

Agreement with the same legal force and effect as if executed by the Employee. The Employee hereby waives any and all claims, of any nature whatsoever, that the Employee now or may hereafter have against Uber for infringement of any rights assigned hereunder to Uber.

- 7.6 The Employee hereby irrevocably relinquishes/waives for the benefit of Uber any existing and future Moral Rights as referred to in any applicable statute that may vest in the Employee in respect of the Works. The Employee voluntarily and unconditionally consents to all or any acts or omissions by Uber, or persons authorised by Uber, in relation to any and all Works made by the Employee (whether before or after this consent is given) which would otherwise infringe the Employee's Moral Rights.
- 7.7 All documents, forms, papers, designs or other records (in whatever form and on whatever media) concerning the Works are acknowledged by the Employee to be the sole property of Uber and the Employee undertakes to deliver up all or any of the same to Uber either on demand or upon termination of this Agreement. The Employee shall do nothing (whether by act or omission) during the Employee's employment or at any time thereafter to affect or imperil the validity of any of the Works.
- 7.8 The Employee acknowledges that his/her compensation under this Agreement includes reasonable and sufficient compensation for the fact that the Intellectual and Industrial Property Rights in the Works will vest in Uber in accordance with this Clause.
- 7.9 For the avoidance of doubt, Uber is entitled at its discretion to assign any of the Intellectual and Industrial Property Rights belonging to it to any Group Company or any other designee.
- 7.10 For the purpose of this Clause:
  - (a) "**Intellectual and Industrial Property Rights**" means any and all intellectual and industrial property rights in, whether registrable or not, including without limitation any material, creation, work, patent, design, plant variety, database, semiconductor topography, mask work, trade or service mark, trade, business or brand name, get-up, logo, domain name or URL, process, formula, prototype, plan, model, discovery, theory (scientific or otherwise), business or mathematical scheme, rule or method, technique, development, improvement, know-how, show-how, computer programs, source codes, data, result, customer, client or supplier list, contractual arrangement, market opportunity, plan or intention, trade secret, forecast, analysis, evaluation, research methodology, or technical or business information, in each case whether or not susceptible to copyright protection; and
  - (b) "**Moral Rights**" mean the rights of an author to protect the integrity and ownership of his/her/its work and any similar or like rights anywhere around the world.
- 7.11 The Employee's rights and obligations under this Clause will continue in full force after termination of this Agreement will be binding on the Employee's representative(s).

## **8. Confidential Information**

- 8.1 The Employee agrees to, both during Employee's employment with Uber or any Group Company and after the termination of this Agreement for whatever reason, refrain from using, publishing and/or disclosing in any manner to whomsoever (including to other employees of the Uber Group, unless such employees must be informed in connection with their work for Uber or any Group Company and in such event only upon the express written authorisation of Uber or the applicable Group Company) or negligently causing any unauthorized use, publishing or disclosure of any information of a proprietary or confidential nature concerning the business of Uber or any Group Company, which has become known to the Employee as a result of the employment under this Agreement and which

# UBER

information the Employee knew or should have known to be of a proprietary or confidential nature, provided however that such information shall not include any information that is publicly available or becomes publicly available (unless such public availability is a result of the Employee's breach of the Employee's obligations pursuant to this Agreement) or that is lawfully disclosed by the Employee to a third party as a consequence of the Employee's proper performance of the Employee's duties and responsibilities under this Agreement ("**Confidential Information**").

- 8.2 All information on or pertinent to the Uber Group including, without limitation, the following issues, as well as those issues themselves, shall be deemed to be Confidential Information: business, technology, products, inventions, know-how, trade secrets, laboratory notebooks, mask works, (engineering) designs and drawings, price lists, pricing methodologies, pricing policies, licenses, contract information, financial information and forecasts, historical financial data, budgets, customers, customer sales, customer proposals, sale forecasts, methods of operation, vendors, suppliers & contractors & partners (and their terms of business), properties, purchasers, any proposals relating to the acquisition or disposal of any company owned or business operated by Uber or any Group Company, any proposals relating to the expansion or contracting of activities (business, research & development, construction, technical, sales and production), plans & processes, apparatus, designs, compositions, formula, developments, research, techniques, improvements, procedures, specifications, ideas, computer hardware, computer software, methods of accounting, manners of doing business, marketing plans, any personal data (including, but not limited to, personally identifiable information or protected health information), personnel and employment matters (including details of employees and directors, the level of remuneration and benefits paid to them), as acquired, developed, amended, used, generated and/or utilised by or on behalf of Uber or its Group Company.
- 8.3 Confidential Information shall also include any information or physical matter entrusted by third parties to Uber and/or any Group Company in confidence.
- 8.4 The Employee's rights and obligations under this Clause will continue in full force after termination of this Agreement and will be binding on the Employee's representative(s).

## **9. Personal Data**

- 9.1 The Employee acknowledges that Uber will collect or receive personal information from or about the Employee in connection with his/her employment relationship with Uber. Subject to applicable law, Uber will handle such information in the manner described in Uber's Employee Privacy Statement, as Uber may update from time to time. The Employee acknowledges and agrees to Uber's practices as described in the Employee Privacy Statement.
- 9.2 The Employee acknowledges that Uber may share his/her personal information with and/or transfer such information to Uber's offices or personnel or to third parties located outside the country in which the Employee is based, including the United States, and the Employee consents to such sharing and/or transfer. The privacy protections provided by the laws of such countries may be different, and in some cases more or less restrictive, from those provided by the laws of the country in which the Employee is based.

## **10. General**

- 10.1 This Agreement constitutes the entire agreement and understanding of the parties regarding its subject matter and supersedes any previous offer letters, letters of appointment, employment agreements or service arrangements, whether written, oral or implied, relating to the employment of the Employee by Uber. Without prejudice to this, in the event of any conflict between the terms of

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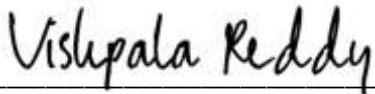


this Agreement and any other document purporting to relate to the employment of the Employee, the terms of this Agreement will prevail. For the avoidance of doubt, this Agreement does not supersede any restrictive covenants agreement that the Employee may enter with Uber or any Group Company.

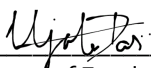
- 10.2 Uber may amend or withdraw any of the terms and benefits set out in this Agreement, in its sole discretion to the extent permitted by local law. Reference to the "Agreement" will mean the Agreement as modified and/or extended/renewed by Uber from time to time.
- 10.3 A person who is not party to this Agreement or a Group Company shall have no right to enforce any term of this Agreement, to the extent permitted by local law.
- 10.4 This Agreement, and any notice required or permitted to be given pursuant to or in connection with it, may be executed by electronic/digital signature to the extent permitted by local law.
- 10.5 For the purposes of this Agreement, "**Group Company**" means Uber Technologies Inc., and, from time-to-time, any and all of its subsidiaries, affiliates (the "**Uber Group**") and associated companies; a body corporate is an associated company if any member of the Uber Group has any interest in such body corporate (including, without limitation, in any class of its shares, distribution of its profits, allocation of its assets upon dissolution, security on its assets or voting rights of such body corporate).

**11. Governing Law & Jurisdiction**

- 11.1 This Agreement shall be construed in accordance with and governed by the laws of India.
- 11.2 Each party irrevocably agrees to submit to the non-exclusive jurisdiction of the courts of the city in which the Employee principally performs his/her duties under this Agreement over any claim or matter arising under or in connection with this Agreement.



Vishpala Reddy, APAC HR Director  
For and on behalf of Uber India Research and Development Private Limited



Name of Employee: Ujala Das

Date: April 26, 2019

- This Agreement may be executed by electronic/digital signature and must be accepted within seven (7) days from the date of dispatch.
- If you sign this Agreement electronically, you consent to the use of an electronic signature, accept that it will have the same effect as a handwritten signature or stamping of a company chop, and agree that the electronic format document will be valid and binding.

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PUSHPALATHA POOSA &lt;pusmadhas@gmail.com&gt;

## Fwd: Interview with Uber - list of shortlisted candidates

seema ghosh <seemaghosh7@gmail.com>  
To: PUSHPALATHA POOSA <pusmadhas@gmail.com>

Fri, Dec 21, 2018 at 10:47 PM

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

From: **seema ghosh** <seemaghosh7@gmail.com>  
Date: Fri, Dec 21, 2018 at 10:46 PM  
Subject: Fwd: Interview with Uber - list of shortlisted candidates  
To: <placementcellbvc@gmail.com>

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

From: **Sapna Kamath** <skamat@ext.uber.com>  
Date: Fri, Dec 21, 2018 at 8:49 PM  
Subject: Re: Interview with Uber - list of shortlisted candidates  
To: seema ghosh <seemaghosh7@gmail.com>

Apology,

Here are the names :

Name	Email id
Srilakshmi Alekhya	alekchimalakonda@gmail.com
Anusha Amuda	amudaanusha@gmail.com
Trupthi	pabbatrupthi@gmail.com
G Sagarika	sagarikagilla.s@gmail.com
Ujala Das	ujaladas203@gmail.com
D Kapileshwar	kapil619kaps@gmail.com

Regards,  
Sapna

On Fri, Dec 21, 2018 at 6:22 PM seema ghosh <seemaghosh7@gmail.com> wrote:  
Hello Sapna

There are no names in the mail.  
Regards  
Dr Seema Ghosh

Sent from my iPhone

On 21-Dec-2018, at 5:10 PM, Sapna Kamath <skamat@ext.uber.com> wrote:

Hello,

Thank you for partnering with us.

Please refer to the below names as they are shortlisted candidates and we wish to congratulate all of them.

I request you to share their date of joining as we will begin the process soon after we receive a confirmation.

Regards,

**Sapna Kamath**  
Recruiter - India  
| [uber.com](http://uber.com)

Divya Reddy &lt;divyareddy@uber.com&gt;

10/12/2018 11:48

**Re: Fwd: Hello from Uber**

To placementcell@bhavansvc.org

Hi,

The eligibility criteria will be based on the college specifications. We do not have any specific streams in place. The compensation would be as mentioned below:

**Compensation**
 UPDATE

Components	INR
Base Pay	268000
Bonus	0-2X

**Benefits & Perks**

<b>Coverage</b>	Medical Insurance
<b>Nom time</b>	Breakfast, lunch and dinner in the office
<b>Uber on!</b>	Free rides per month + 17% discount
<b>Time off</b>	15 personal leaves + 12 Sick leaves
<b>Holidays</b>	Paid time off for holidays
<b>Offsites</b>	Team offsites and company events

Please give us a list of applicants who will be a part of the process.

Thanks  
Divya

On Mon, Dec 10, 2018 at 9:54 AM placementcell placementcell <placementcell@bhavansvc.org> wrote:

Hi Divya

We confirm the campus placement by Uber on 13th Dec 2018.

We can start the pre placement talk at 9.45 am.

Kindly share the eligibility criteria, eligible streams, selection process and compensation offered at the campus. Would the assessment be an online test?

Thanks and Regards

Dr. Seema Ghosh

Placement Coordinator

BVC

9849307930

> On 07 December 2018 at 11:49 Divya Reddy <divyareddy@uber.com> wrote:





January 30, 2019

Mr. Kranthi Kiran Tirumalapudi  
Flat No. 307, Block No. 2  
Prjay Gruhatara Apartments  
Kompally, Secunderabad – 500014

Dear Kranthi Kiran Tirumalapudi:

It is a sincere pleasure to make this formal written offer to you for the position of Financial Analyst in our organisation.

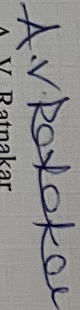
In the event that you accept our offer and join our organisation, you will be paid a Gross annual compensation of Rs. 500220 (Rupees Five Lakh Two Hundred and Twenty Only) in the first year. The details of the compensation are attached. You are required to confirm your acceptance of the employment offer within three (3) days by signing the copy of this letter. This offer of employment is liable to be invalid in case we do not receive your acceptance of offer in writing.

Our offer is contingent on your acceptance of the terms of the organisation's employment agreement and policies existing and modified from time to time.

You will be required to join the organisation on April 8, 2019. You will be on probation for one year from the date of your joining the organisation, after which your performance will be reviewed for confirmation. You will be posted at our Hyderabad office. Please report at 9:00 A.M. at our office. In case of termination / resignation of services, either party will be required to give three months' notice in writing.

Once again, let me express our unanimous excitement at the prospect of your joining the organisation. We look forward to the prospect of a long and mutually rewarding professional relationship.

Sincerely,

  
A. V. Ratnakar  
Director



Bhavans Placements &lt;placementcellbvc@gmail.com&gt;

**Fwd: United Online - Financial Analyst Offer**

2 messages

**seema ghosh** <seemaghosh7@gmail.com>  
To: placementcellbvc@gmail.com

Wed, Jan 23, 2019 at 10:58 AM

Sent from my iPhone

Begin forwarded message:

**From:** "G, Devanshi Reddy" <dmajeet@corp.unttd.com>  
**Date:** 22 January 2019 at 9:28:14 AM IST  
**To:** "seemaghosh7@gmail.com" <seemaghosh7@gmail.com>, "placementcell@bhavansvc.org" <placementcell@bhavansvc.org>  
**Subject:** United Online - Financial Analyst Offer

Dear Dr. Seema,

It is our pleasure to announce that Kranthi Kiran Tirumalapudi and Praveen Reddy Kompally have been selected for the position of Financial Analyst in our organization. The compensation that we will offer is Rs. 500,000 per annum. The offer letters will be released in due course.

It is indeed our pleasure and honour to be associated with you.

Regards,

Devanshi

Senior Associate – Human Resources

Tel: (040) 66824444 (Ext. 8765)

United Online [www.unttd.com](http://www.unttd.com)

**Bhavans Placements** <placementcellbvc@gmail.com>  
To: seema ghosh <seemaghosh7@gmail.com>

Wed, Jan 23, 2019 at 12:20 PM


Dear Devanshi



## Fwd: United Online - Campus Placements 2018-19 (Financial Analyst) - Student details - BVC.

seema ghosh

To placementcell placementcell

29/12/2018 10:04 

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

From: **G, Devanshi Reddy** <[dmajeet@corp.unttd.com](mailto:dmajeet@corp.unttd.com)>

Date: Fri, Dec 28, 2018 at 5:25 PM

Subject: RE: United Online - Campus Placements 2018-19 (Financial Analyst) - Student details - BVC.

To: [seemaghosh7@gmail.com](mailto:seemaghosh7@gmail.com) <[seemaghosh7@gmail.com](mailto:seemaghosh7@gmail.com)>

Dear Dr. Seema,

We have shortlisted the below students for the Excel test. Kindly let me know when can these students come to our office to take the Excel test.

- 1.Gaurav Paul
- 2.Mahesh Thejavath
- 3.Varun M.S
- 4.Maheshwari Reddy
- 5.Vikram Kallem
- 6.Pavani Guddeti
- 7.Ashok Nayak Eslavath
- 8.Sowmya Gundla
- 9.Goutham Mangali
- 10.Amala Rose
- 11.Sindol Divya Bhavani
- 12.Vasundhara Kamala
- 13.Mamtha Rathore
- 14.Kranthi Kiran Tirumalapudi
- 15.Supriya Gannu
- 16.Himatya Lakkineni
- 17.Vasundhara Devi Challagurugula
- 18.Vikhitha Chilkuri
- 19.Neehalika Bavya S.P
- 20.Sai Kumar Goud.R
- 21.Praveen Reddy Kompally
- 22.Hari Shaakunthal Bheema
- 23.Sharanya Avula
- 24.Nithisha Pitla

Regards,  
Devanshi

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

From: G, Devanshi Reddy

Sent: Tuesday, December 18, 2018 10:49 AM

To: '[seemaghosh7@gmail.com](mailto:seemaghosh7@gmail.com)' <[seemaghosh7@gmail.com](mailto:seemaghosh7@gmail.com)>

Subject: FW: United Online - Campus Placements 2018-19 (Financial Analyst) - Student details - BVC.

Dear Dr. Seema,

Please find attached the list of shortlisted candidates (I have eliminated only 5 names). I will reach your campus on Friday at 10:30 AM. I will give a brief presentation about the company (will carry the PPT in pen drive) followed by written test, essay writing and filling of Employment Application Form. This entire process will take about 2 hours.

Kindly arrange for a system and a projector.

Regards,  
Devanshi





Bhavans Placements &lt;placementcellbvc@gmail.com&gt;

**United Online - CRM Position**

3 messages

**G, Devanshi Reddy** <dmajeet@corp.unttd.com>

Fri, Mar 1, 2019 at 4:51 PM

To: "seemaghosh7@gmail.com" &lt;seemaghosh7@gmail.com&gt;, "placementcellbvc@gmail.com" &lt;placementcellbvc@gmail.com&gt;

Dear Dr. Seema,

Greetings from United Online Software Development (India) Private Limited !

United Online, Inc. is a leading provider of consumer products and services over the Internet. United Online's Communications segment features the reliable, value-priced Internet access brands NetZero ([www.netzero.com](http://www.netzero.com)) and Juno ([www.juno.com](http://www.juno.com)). Both brands offer a variety of plans, and customers can choose the option that best meets their connection needs. The Communications segment also offers email, and web hosting services. United Online is headquartered in Woodland Hills, CA, and operates through a global network of locations in the U.S and India.

**Position** – Associate**Team** – CRM (Customer Relationship Management)

**Job Responsibilities:** The CRM Associate role is responsible for handling ad-trafficking along with providing Level 4 technical resolutions to member's issues related to ISP services. The role will work in collaborative team environment and is responsible for escalating high priority member issues to Tech teams or management as appropriate. This role should even possess strong communication skills.

**Job Skills:**

- Excellent/Good communication skills (especially written).
- Quick learner, self-learner, motivated and self-driven to grow in a technically challenging environment
- Should be interested in learning about internet and networking technologies
- Should have basic knowledge of
  - \* Familiarity with basics of Internet technologies, e.g. HTTP & HTML for web browsing
  - \* Familiarity with UNIX commands and shell
    - Familiarity with basics of Email technologies, e.g. SMTP & POP3
  - \* Familiarity with UNIX commands and shell
  - \* Awareness of Internet Security

**Compensation** – 2.3 LPA**Criteria** – BSc Computers or MSc Computers with above 70% throughout academics.

**Process:** Brief presentation about the company and job profile followed by written test based on logical reasoning and verbal ability and Essay writing. (The whole process will take about 2 hours)

Kindly let me know if the interview process can take place on March 5, 2019.

Regards,

Devanshi

Senior Associate – Human Resources

Tel: (040) 66824444 (Ext. 8765)

United Online [www.unttd.com](http://www.unttd.com)



G, Devanshi Reddy <dmajeet@corp.untd.com>

Tue, Mar 5, 2019 at 5:23 PM

To: "seemaghosh7@gmail.com" <seemaghosh7@gmail.com>, "placementcellbvc@gmail.com" <placementcellbvc@gmail.com>

Dear Dr. Seema,

This is the list of students shortlisted for the CRM process.

Name	Course	Interview Time
D. Tejasvi	B.Sc.	10:00 AM
Vandana Banapuram	B.Sc.	10:00 AM
Spoorthi Reddy Gaddam	B.Sc.	10:00 AM
Rajasree Gaddam	B.Sc.	10:00 AM
Vasantha Upputuri	M.Sc.	10:00 AM
Renuka Kolanu	M.Sc.	10:30 AM
Haritha Reddy Ainala	M.Sc.	10:30 AM
P. Sai Pranathi	B.Sc.	10:30 AM
C. Aishwarya	B.Sc.	10:30 AM
K. Aruna	M.Sc.	10:30 AM

**Interview Date : March 6, 2019**

**Venue:**

Contact person – Devanshi

Address - 1st Floor, Babukhans' Millennium Centre, Somajiguda, Hyderabad (In the lane after HP Petrol Bunk and before Café Coffee Day).



Bhavans Placements <placementcellbvc@gmail.com>

**wd: United Online - CRM POSITION**

messages

placementcell placementcell <placementcell@bhavansvc.org>  
Reply-To: placementcell placementcell <placementcell@bhavansvc.org>  
: Bhavans Placements <placementcellbvc@gmail.com>

Wed, Mar 13, 2019 at 10:59 AM

> ----- Original Message -----

> From: "G, Devanshi Reddy" <dmajeet@corp.unttd.com>  
> To: "'seemaghosh7@gmail.com'" <seemaghosh7@gmail.com>, 'placementcell placementcell' <placementcell@bhavansvc.org>  
> Date: 13 March 2019 at 10:29  
> Subject: United Online - CRM POSITION

>  
> Dear Dr. Seema,

> It is our pleasure to announce that Spoorthi Reddy Gaddam has been selected for the Associate position (CRM) at United Online.

>  
> Regards,  
> Devanshi  
>

seema ghosh <seemaghosh7@gmail.com>  
: placementcellbvc@gmail.com

Wed, Feb 17, 2021 at 4:00 PM

Sent from my iPhone

Begin forwarded message:

**From:** "G, Devanshi Reddy" <dmajeet@corp.unttd.com>  
**Date:** 13 March 2019 at 10:29:04 AM IST  
**To:** "seemaghosh7@gmail.com" <seemaghosh7@gmail.com>, placementcell placementcell <placementcell@bhavansvc.org>  
**Subject:** United Online - CRM POSITION

Dear Dr. Seema,

It is our pleasure to announce that Spoorthi Reddy Gaddam has been selected for the Associate position (CRM) at United Online.

Regards,