

PRIVATE AND CONFIDENTIAL

Reference No. - 1383823428
Applicant ID - 3749671

20-May-2019

Gandikota Lakshmi Priya

Dear Gandikota,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

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

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : abhinita.mishra@icicibank.com

Telephone No. :

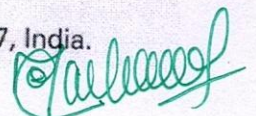
Yours sincerely,

Abhinita Mishra

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.



PRINCIPAL
SRK Institute of Technology
ENIKEPADU, VIJAYAWADA-521 108.

Reference No. - 1383823428

Applicant ID - 3749671

20-May-2019

Gandikota Lakshmi Priya

Dear Gandikota,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in Branch Banking at KAKINADA SARPAVARAM_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 17-Jun-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

:2:

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- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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:3:

Reference No. - 1383823428

Gandikota Lakshmi Priya

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.
- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.
- **Termination of Employment:** Your services with the Bank are liable to be terminated:
 - Without assigning any reason and without giving any notice during probation period
 - At any time during your services with the Bank in the event of
 - a) Any breach of the conditions mentioned in this letter on your part
 - b) Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc; and
 - c) Suppression of any material information by you.
 - d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

:4:

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Gandikota Lakshmi Priya

• **General:**

- Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
- You will be bound by the Rules and Regulations of the Bank.
- You will keep us informed of any change in your residential address.

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

Yours sincerely,

Anirudh Cherakuwada

Digitally signed by ANIRUDH G
CHERAKUWADA
Date: 2019.05.20 14:23:47 +05:30
Reason: Offer Letter
Location: Mumbai

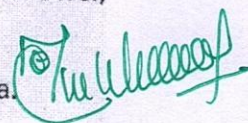
I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

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Reference No. - 1383823428

Gandikota Lakshmi Priya

Annexure:**Remuneration:**

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,62,000/- (Rupees One Lakh Sixty Two Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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Reference No. - 1383823428

Gandikota Lakshmi Priya

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children. You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Digitally signed by ANIRUDH G
CHERAKUWADA
Date: 2019.05.20 14:23:47 +05:30
Reason: Offer Letter
Location: Mumbai

Signature of Applicant

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JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: <https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx>

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password" option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

- 1) Self-attested copies of educational certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
- 2) Work Experience Document
 - a. Resignation accepted letter from current organization
 - b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
- 3) Passport size Photograph (against Red background)
- 4) Address proof (Passport/Voter id/Ration card)
- 5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

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PRINCIPAL

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Remuneration Details
Name : Gandikota Lakshmi Priya

Position: Assistant Manager

Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	13,500	1,62,000
Superannuation Allowance **	1050	12,600
Total	21,550	2,58,600
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	22,973	2,75,676
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	25,223	3,02,676

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 20-May-2019

Digitally signed by ANIRUDH G CHERAKUWADA

Date: 2019.05.20 14:23:47 +05:30

Reason: Offer Letter

Location: Mumbai

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PRIVATE AND CONFIDENTIAL

Reference No. - 1383823430
Applicant ID - 3749675

20-May-2019

Goduguluri Venkata Srinivas

Dear Goduguluri,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

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

In case you have any queries please feel free to contact at the below mentioned details: E-Mail

Address : abhinita.mishra@icicibank.com

Telephone No.

Yours sincerely,

Abhinita Mishra

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PRIVATE AND CONFIDENTIAL

Reference No. - 1383823442

Applicant ID - 3749687

20-May-2019

Gesavath Saif Ali Khan

Dear Gesavath,

We take great pleasure in extending an offer to you for being a part of ICICI bank.

Please find enclosed the job offer letter.

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

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : abhinita.mishra@icicibank.com

Telephone No.

Yours sincerely,

Abhinita Mishra

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PRIVATE AND CONFIDENTIAL

Reference No. - 1383823445

Applicant ID - 3749689

20-May-2019

Kolli Lavanya

Dear Kolli,

We take great pleasure in extending an offer to you for being a part of ICICI bank.

Please find enclosed the job offer letter.

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

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : abhinita.mishra@icicibank.com

Telephone No.

Yours sincerely,

Abhinita Mishra

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PRIVATE AND CONFIDENTIAL

Reference No. - 1383825449

Applicant ID - 3749569

20-May-2019

Nukathoti Chandra Sekhar

Dear Nukathoti,

We take great pleasure in extending an offer to you for being a part of ICICI bank.

Please find enclosed the job offer letter.

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

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : abhinita.mishra@icicibank.com

Telephone No.

Yours sincerely,

Abhinita Mishra

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PRIVATE AND CONFIDENTIAL

Reference No. - 1383825459

Applicant ID - 3749562

20-May-2019

Siddabhathula Anusha

Dear Siddabhathula,

We take great pleasure in extending an offer to you for being a part of ICICI bank.

Please find enclosed the job offer letter.

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

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : abhinita.mishra@icicibank.com

Telephone No.

Yours sincerely,

Abhinita Mishra

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PRIVATE AND CONFIDENTIAL

Reference No. - 13838269459

Applicant ID - 3749862

20-May-2019

Tammana.N.V.M.S.P.Bhavy Sri

Dear Tammana,

We take great pleasure in extending an offer to you for being a part of ICICI bank.

Please find enclosed the job offer letter.

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

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : abhinita.mishra@icicibank.com

Telephone No.

Yours sincerely,

Abhinita Mishra

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PRIVATE AND CONFIDENTIAL

Reference No. - 13838269460

Applicant ID - 3749902

20-May-2019

Vendrapu Divyanjali

Dear Vendrapu,

We take great pleasure in extending an offer to you for being a part of ICICI bank.

Please find enclosed the job offer letter.

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Yours sincerely,

Abhinita Mishra

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The Muthoot Group

Muthoot Finance Limited
 Registered Office
 3rd Floor, Muthoot Chambers,
 5th, Gandhi Road, Coimbatore,
 Tamil Nadu, India - 641 018
 Phone: +91 424 239479, 244112
 Fax: +91 424 239480, 2394799
 email: muthoot@mutgroup.com
 www.muthootgroup.com

VLAYAWADA RAMAVARUPADU

Date: 11/03/2019

Ref: 025.COR/10511/19

Mr. KOLLIPARA RAMMURTHY

D.NO-8117

CHALLAPALLI

KRISHNA

521126

SUB: LETTER OF APPOINTMENT

With reference to your application dated 28/01/2019, and subsequent interview you had with us, we are pleased to appoint you in our organization as **PROBATIONARY OFFICER** with effect from 11/03/2019 on the following terms and conditions:

1. You will be on probation for a period of twelve months from date of joining. The Management may at its sole and absolute discretion decide to extend your probation for such periods as it deems fit and proper. You shall not be deemed to be confirmed in the service of the company after completion of the probationary period of twelve months or the extended probationary periods unless you are specifically informed in writing to that effect. If your performance or conduct is not satisfactory or any adverse reports received regarding your antecedents, your services will be terminated at any time during the period of probation or extended period of probation without any notice or payment in lieu of notice. The company management will be the sole judge as to the question of your work and for performance being satisfactory or not and as to whether you are suitable in the organization or not and the decision of the company management shall be binding on you. On successful completion of your probation period/extended probation period, you will be confirmed in the regular services of the Company as Assistant Manager - Gr I and posted to any Branch Office, depending upon the requirement of the Company.
2. You will be paid salary of Rs. 18,100.00 (Rupees Sixteen Thousand One Hundred Only) per month during your period of probation including all allowances. You will be eligible for Contributory Provident Fund, ESI, etc as per the rules of the Company.
3. If you are confirmed in the service of the company your age of retirement will be 55 years and your date of birth determined will be as per your declaration in the employment application based on the proof of age furnished by you. The Management may at its sole and absolute discretion to re-employ you on such terms and conditions and for such duration as may be decided by the company.
4. After you are confirmed, your service with the company may be terminated with one month notice in writing from either side or salary in lieu of notice. However in case of misconduct or discipline on your part the company reserves the right to terminate your service without any notice or salary in lieu of notice.
5. If you desire to withdraw your placement before one year of service, you shall fulfill the terms and conditions mentioned in the letter of undertaking given by you. If it is after one year, you shall give one month notice or one month salary in lieu of such notice to the organization of your intention to do so.
6. At the time of your joining or at any time during your employment in the organization the Management shall have the right to require you to subject yourself for medical examination at the organization's cost by any Registered Medical Practitioner of the choice of the organization. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited if such detection is made prior to your confirmation and if it is after your confirmation, your service will then be terminated by giving you one month notice or salary in lieu of notice.

[Handwritten Signature]

[Handwritten Signature]

PRINCIPAL

Muthoot Group

Muthoot Family – 800 years of Business Legacy

SPK Institute of Technology



SUTHERLAND

PROVISIONAL OFFER LETTER

Campus Name: **SRK INSTITUTE OF TECHNOLOGY** Date: **14/03/2019**

Dear **VAIDEHI M (MBA)**

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 "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). 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.

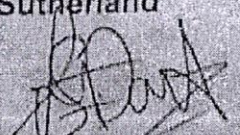
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 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.

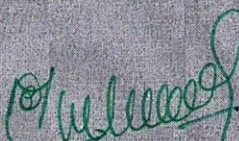
Yours sincerely,

Sutherland


Authorized Signatory

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063


PRINCIPAL

SRK Institute of Technology
ENIKEPADU, VIJAYAWADA-521 108

Tel No. : +91.44.4288.7884
CIN:U72200TN2000PTC045578



Muthoot Finance Limited
Registered Office
2nd floor, Muthoot Chambers
Opp. Sankha Theatre Complex
Baner Road, Ennore - 602 018
Kerala, India
CIN: L65910KL1987PLC 011300
Phone: +91 484 2396478, 2394712
Fax: +91 484 2396506, 2397399
muthoot@muthootgroup.com
www.muthootgroup.com

VIJAYAWADA - SATYANARAYANAPURAM

Ref: 025-CDR/00658/19

Date: 06/03/2019

Mr. BURLU LOKESH(MF43224)

DOCR NO.53-3-25

VIJAYAWADA

HR/SH/HR

620015

Sub: LETTER OF APPOINTMENT

With reference to your application, dated 07/02/2019, and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from 09/03/2019 on the following terms and conditions:

1. You will be on probation for a period of one year from date of joining. The Management may at its sole and absolute discretion decide to extend your probation for such periods as it deems fit and proper. You shall not be deemed to be confirmed in the service of the company after completion of the probationary period of one year or the extended probationary periods unless you are specifically informed in writing to that effect. If your performance or conduct is not satisfactory or any adverse reports received regarding your antecedents, your service will be terminated at any time during the period of probation or extended period of probation without any notice or payment in lieu of notice. The company management will be the sole judge as to the question of your work and for performance being satisfactory or not and as to whether you are suitable to the organization or not and the decision of the company management shall be binding on you.
2. You will be paid salary of Rs. 14,000.00 (Rupees Fourteen Thousand Only) per month during your period of probation including all allowances. You will be eligible for Contributory Provident Fund, ESI, etc as per the rules of the Company.
3. If you are confirmed in the service of the company your age of retirement will be 55 years and your date of birth determined will be as per your declaration in the employment application based on the proof of age furnished by you. The Management may at its sole and absolute discretion to re-employ you on such terms and conditions and for such duration as may be decided by the company.
4. After you are confirmed, your service with the company may be terminated with one month notice in writing from either side or salary in lieu of notice. However in case of misconduct or indiscipline on your part the company reserves the right to terminate your service without any notice or salary in lieu of notice.
5. If you desire to withdraw your placement before one year of service, you shall full fill the terms and conditions mentioned in the letter of undertaking given by you. If it is after one year, you shall give one month notice or one month salary in lieu of such notice to the organization of your intention to do so.
6. At the time of your joining or at any time during your employment in the organization the Management shall have the right to require you to subject yourself for medical examination at the organization's cost by any Registered Medical Practitioner of the choice of the organization. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited if such detection is made prior to your confirmation and if it is after your confirmation, your service will then be terminated by giving you one month notice or salary in lieu of notice.
7. During your employment with the organization you shall be subject to such rules and regulations as are made by the organization from time to time at its discretion, whether they are individually notified to you or not. In the interest of this organization, you agree that you will not be taking up any other assignments with any of the competitive firms of this company (viz. other non-banking finance companies or scheduled banks doing gold loan business) within 2 years of date of relief.

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8. If you absent from work without leave, intimation / permission continuously for a period of 15 days or more, you shall be deemed to have abandoned your employment with the company with effect from the date of commencement of such absence.
9. You will work in the Section / Department wherever you are placed and shall discharge the duties assigned to you from time to time to the utmost satisfaction of the organization. Salary will not accrue or become due or payable to you unless you have actually executed or carried out the work assigned to you by the Management. You shall also work extra time on normal working days and also on weekly / paid holidays whenever called upon to do so depending on exigencies of work of the organization.
10. Your services are liable to be transferred from one post to another, from one job to another, from one Department to another or to any of the organization's offices/branches or work place or sites or any sister concerns/ divisions any where in India whether existing or to be opened in future.
11. You shall not engage yourself directly or indirectly in any other business or employment while you are in the service of the company and you shall devote your whole time and best skill and efforts in the service of the company.
12. You shall do everything within your duties and take precaution to safeguard the organization's property and interests and to prevent any loss or damages to organization's property caused due to negligence, mishandling or non-performance during the course of your duties or otherwise.
13. If at any time it is found that you had at the time of appointment or thereafter given false information regarding your name, age, parentage, qualification, previous experience, state of health or any other personal information knowing it to be false, or had knowingly suppressed any such information, your employment in the organization will stand terminated from the day a communication in this regard is posted and delivered to you, without payment of any compensation or any benefits whatsoever.
14. You shall not take any papers, books, documents, computer software materials, or any other property of the organization out of the work place premises nor shall you in any way at any time disclose, divulge to anybody or make public any information or matter concerning the activities, accounts, transactions, dealings, trade/ business secrets, or information relating to or of the organization or its business or otherwise, whether the same may be confided in you or become known to you in the course of your employment or otherwise, not only during your service but even after you cease to be in the service of the organization. You shall be responsible for and shall take care of all books, computer software materials, documents or any other properties of the company generally and specifically entrusted to you.
15. In the event of your leaving the service of the company either by termination or your deciding to leave our employment of your own or by retirement or for any other reason, then you will be obliged to account for and return any property including cash if any in your custody or charge or due from you and all books and records of the company in your possession. Your failure to comply with the same shall give the right to the organization to withhold your salary, monetary benefits, dues and property apart from any other action which the organization shall deem fit to initiate against you in the matter.
16. You are required to submit the following documents and certificates in original at the time of your joining duties.
 - a) Birth Certificate or authentic documentary evidence like SSLC Certificate to prove your correct date of birth.
 - b) Documents in proof of your educational and other technical qualifications and previous experience if any.

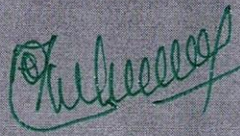
If the above terms and conditions are acceptable to you, you may return the duplicate copy of the letter duly signed signifying your acceptance and report for duty on 09/03/2019 at VIJAYAWADA - SATYANARAYANAPURAM after complying with the aforesaid conditions of employment.

We welcome you and hope our association will be long and mutually rewarding.

Yours faithfully,

for MUTHOOT FINANCE LIMITED


Deputy General Manager - Business Partner


PRINCIPAL
SRK Institute of Technology
ENIKEPADU, VIJAYAWADA-521 108.



The Muthoot Group

Registered Office :
2nd floor, Muthoot Chambers,
Opp. Santha Theatre Complex,
Banerji Road, Ernakulam - 682 018
Kerala, India.
CIN : L65910KL1997PLG 011300

Phone : +91 484 2396478, 2394712
Fax : +91 484 2396506, 2397399
mails@muthootgroup.com
www.muthootgroup.com

VIJAYAWADA 1 TOWN

Ref: 025-GDR/00661/19

Date:08/03/2019

Mr. KARETI VEERA BABU(MF43265)

S/O SRINU,10-111

YERRABELAM

GUNTUR

522503

Sub: LETTER OF APPOINTMENT

With reference to your application dated 07/02/2019, and subsequent interview you had with us, we are pleased to appoint you in our organization as JUNIOR RELATIONSHIP EXECUTIVE with effect from 09/03/2019 on the following terms and conditions:

1. You will be on probation for a period of one year from date of joining. The Management may at its sole and absolute discretion decide to extend your probation for such period/s as it deems fit and proper. You shall not be deemed to be confirmed in the service of the company after completion of the probationary period of one year or the extended probationary period/s unless you are specifically informed in writing to that effect. If your performance or conduct is not satisfactory or any adverse reports received regarding your antecedents, your service will be terminated at any time during the period of probation or extended period of probation without any notice or payment lieu of notice. The company management will be the sole judge as to the question of your work and/or performance being satisfactory or not and as to whether you are suitable to the organization or not and the decision of the company management shall be binding on you.
2. You will be paid salary of Rs.14,000.00 (Rupees Fourteen Thousand Only) per month during your period of probation including all allowances. You will be eligible for Contributory Provident Fund, ESI, etc as per the rules of the Company.
3. If you are confirmed in the service of the company your age of retirement will be 55 years and your date of birth determined will be as per your declaration in the employment application based on the proof of age furnished by you. The Management may at its sole and absolute discretion to re-employ you on such terms and conditions and for such duration as may be decided by the company.
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5. If you desire to withdraw your placement before one year of service, you shall full fill the terms and conditions mentioned in the letter of undertaking given by you. If it is after one year, you shall give one month notice or one month salary in lieu of such notice to the organization of your intention to do so.
6. At the time of your joining or at any time during your employment in the organization the Management shall have the right to require you to subject yourself for medical examination at the organisation's cost by any Registered Medical Practitioner of the choice of the organization. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited if such detection is made prior to your confirmation and if it is after your confirmation, your service will then be terminated by giving you one month notice or salary in lieu of notice.
7. During your employment with the organization you shall be subject to such rules and regulations as are made by the organization from time to time at its discretion, whether they are individually notified to you or not. In the interest of this organisation, you agree that you will not be taking up any other assignments with any of the competitive firms of this company (viz. other non-banking finance companies or scheduled banks doing gold loan business) within 2 years of date of relief.



Samsung Triple Camera

KARETI

The Muthoot Group

[Handwritten signature]
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RDK Institute of Technology
KORUPU, ANAPARTI, VIJAYAWADA-521 108

Muthoot Family - 800 years of Business Legacy

VIJAYAWADA - M. G. ROAD

Ref: 028-CDR/0659/19

Date: 05/03/2019

Mr. MIDIDOLA PRADEEP KUMAR(MF43225)

3-63/2

VIJAYAWADA

KRISHNA

521246

Sub: LETTER OF APPOINTMENT

With reference to your application dated 07/02/2019 and subsequent interview you had with us, we are pleased to appoint you in our organization as JUNIOR RELATIONSHIP EXECUTIVE with effect from 09/03/2019 on the following terms and conditions.

1. You will be on probation for a period of one year from date of joining. The Management may at its sole and absolute discretion decide to extend your probation for such period/s as it deems fit and proper. You shall not be deemed to be confirmed in the service of the company after completion of the probationary period of one year or the extended probationary period/s unless you are specifically informed in writing to that effect. If your performance or conduct is not satisfactory or any adverse reports received regarding your antecedents, your service will be terminated at any time during the period of probation or extended period of probation without any notice or payment lieu of notice. The company management will be the sole judge as to the question of your work and/or performance being satisfactory or not and as to whether you are suitable to the organization or not and the decision of the company management shall be binding on you.
 2. You will be paid salary of Rs. 14,000.00 (Rupees Fourteen Thousand Only) per month during your period of probation including all allowances. You will be eligible for Contributory Provident Fund, ESI, etc as per the rules of the Company.
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- If you desire to withdraw your placement before one year of service, you shall full fill the terms and conditions mentioned in the letter of undertaking given by you. If it is after one year, you shall give one month notice or one month salary in lieu of such notice to the organization of your intention to do so.
- At the time of your joining or at any time during your employment in the organization the Management shall have the right to require you to subject yourself for medical examination at the organisation's cost by any Registered Medical Practitioner of the choice of the organization. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited if such detection is made prior to your confirmation and if it is after your confirmation, your service will then be terminated by giving you one month notice or salary in lieu of notice.
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SRK Institute of Technology
ENKEPADA, VIJAYAWADA-521 108.

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10. Your services are liable to be transferred from one post to another, from one job to another, from one Department to another or to any of the organization's offices/branches or work place or sites or any sister concerns/ divisions any where in India whether existing or to be opened in future.
11. You shall not engage yourself directly or indirectly in any other business or employment while you are in the service of the company and you shall devote your whole time and best skill and efforts in the service of the company.
12. You shall do everything within your duties and take precaution to safeguard the organization's property and interests and to prevent any loss or damages to organization's property caused due to negligence, mishandling or non-performance during the course of your duties or otherwise.
13. If at any time it is found that you had at the time of appointment or thereafter given false information regarding your name, age, parentage, qualification, previous experience, state of health or any other personal information knowing it to be false, or had knowingly suppressed any such information, your employment in the organization will stand terminated from the day a communication in this regard is posted and delivered to you, without payment of any compensation or any benefits whatsoever.
14. You shall not take any papers, books, documents, computer software materials, or any other property of the organization out of the work place/ premises nor shall you in any way at any time disclose, divulge to anybody or make public any information or matter concerning the activities, accounts, transactions, dealings, trade/ business secrets, or information relating to or of the organization or its business or otherwise, whether the same may be confided in you or become known to you in the course of your employment or otherwise, not only during your service but even after you cease to be in the service of the organization. You shall be responsible for and shall take care of all books, computer software materials, documents or any other property/ies of the company generally and specifically entrusted to you.
15. In the event of your leaving the service of the company either by termination or your deciding to leave our employment of your own or by retirement or for any other reason, then you will be obliged to account for and return any property including cash if any in your custody or charge or due from you and all books and records of the company in your possession. Your failure to comply with the same shall give the right to the organization to withhold your salary, monetary benefits, dues and property apart from any other action which the organization shall deem fit to initiate against you in the matter.
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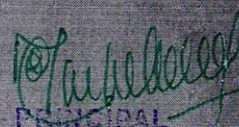
If the above terms and conditions are acceptable to you, you may return the duplicate copy of the letter duly signed signifying your acceptance and report for duty on 09/03/2019 at VIJAYAWADA - M. G. ROAD after complying with the aforesaid conditions of employment.

We welcome you and hope our association will be long and mutually rewarding.

Yours faithfully,

for MUTHOOT FINANCE LIMITED

Deputy General Manager – Business Partner


PRINCIPAL

SRK Institute of Technology
ENIKEPADU, VIJAYAWADA-521 108

MR. NAYUDU RAJA(MF43228)

D.NO.1-83

AVANIGADDA

KRISHNA

821120

TRUST LETTER OF APPOINTMENT

With reference to your application dated 07/02/2019 and subsequent interview you had with us, we are pleased to appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from 08/03/2019 on the following terms and conditions

1. You will be on probation for a period of one year from date of joining. The Management may at its sole and absolute discretion decide to extend your probation for such periods as it deems fit and proper. You shall not be deemed to be confirmed in the service of the company after completion of the probationary period of one year or the extended probationary period unless you are specifically informed in writing to that effect. If your performance or conduct is not satisfactory or any adverse reports received regarding your antecedents, your service will be terminated at any time during the period of probation or extended period of probation without any notice or payment lieu of notice. The company management will be the sole judge as to the question of your work and/or performance being satisfactory or not and as to whether you are suitable to the organization or not and the decision of the company management shall be binding on you.
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4. After you are confirmed, your service with the company may be terminated with one month notice in writing from either side or salary in lieu of notice. However in case of misconduct or indiscipline on your part the company reserves the right to terminate your service without any notice or salary in lieu of notice.
5. If you desire to withdraw your placement before one year of service, you shall full fill the terms and conditions mentioned in the letter of undertaking given by you. If it is after one year, you shall give one month notice or one month salary in lieu of such notice to the organization of your intention to do so.
6. At the time of your joining or at any time during your employment in the organization the Management shall have the right to require you to subject yourself for medical examination at the organisation's cost by any Registered Medical Practitioner of the choice of the organization. If on such examination you are found to be medically unfit then your appointment shall stand automatically forfeited if such detection is made prior to your confirmation and if it is after your confirmation, your service will then be terminated by giving you one month notice or salary in lieu of notice.
7. During your employment with the organization you shall be subject to such rules and regulations as are made by the organization from time to time at its discretion whether they are individually notified to you or not. In the interest of this organisation, you agree that you will not be taking up any other assignments with any of the competitive firms of this company (viz. other non-banking finance companies or scheduled banks doing gold loan business) within 2 years of date of relief.

[Handwritten Signature]

Muthoot Group

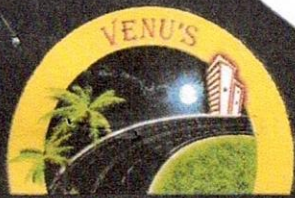
Muthoot Family – 800 years of Business Legacy

[Handwritten Signature]

PRINCIPAL

SRK Institute of Technology

Engineering & Technology



Raki Avenues Pvt. Ltd.

RAKI AVENUES Pvt. Ltd.

Corporate Office :

D.No. 73-22-4/A, Behind GAIL Office , Balaramakrishnaraju Na-ar,
Near A. V. Apparao Road, RA JAMAHENDRAVARAM -533 103.
CIN : U70100AP2014PTC095143

Phone : 7093702337, Web : www.rakiavenues.com, E-mail : info@rakiavenues.com

Date: 04/10/18.....

APPOINTMENT LETTER

Subject: Appointment Letter for the Management Trainee Position

Dear G.V.SRINIVAS,

Further to our Campus interview and subsequent discussions, we are pleased to offer you the position of Management **Trainee** in our organization M/s RAKI Avenues Private Limited. You are required to take over the role of a Management Trainee from 4th October, 2018.

You are being offered a salary of Rs 18,000 Rupees only (Eighteen Thousand Rupees) per month as a Management Trainee. You are directed to do your job chart properly and upto the satisfaction of the management. You will be on probation for a period of 1 Year during which you will be reviewed for the work handled and additional responsibilities undertaken depending on the situation. On successful completion of the 1 Year period, and based on your performance, you will be confirmed in the services being offered to our company as a Management Trainee with an appreciation as per the company standards. Please note that we do not provide any accommodation and will be provided with food (one-time meal (Lunch)).

The Company has appointed you on a contract for a period of Two years commencing from 4th October 2018 and ending on 4th October 2020 and to this end you need to sign a written contractual agreement with the company.

During the Probation Period or the Currency of Contractual agreement, if you wish to leave the services of our company for any reason, you need to pay the company two months' salary.

Please note that if we are not satisfied with your services offered, we will be constrained to terminate the services without any prior notice (or) explanation.

You need to send back a signed copy of this letter to our company at the earliest in order to indicate your acceptance of the job offer. On receipt of your acceptance letter, we will initiate processing of your employment contract papers which can be drafted by having a mutual discussion between you and our company head if necessary.

Please feel free to contact us for any clarifications or further information regarding your job offer.

NOTE: In the unlikely event of your leaving the services of our organisation, please ensure to submit your letter of resignation at our Head Office Rajahmundry to our General Manager.

WELCOME TO RAKI FAMILY

For Raki Avenues Pvt. Ltd.

R.V. Co.
Managing Director

ACCEPTANCE SIGNATURE

Apurva She

Principal

SRK Institute of Technology
ENIKEPADU, VIJAYAWADA-521 108.

ROLES AND RESPONSIBILITIES

1. Create awareness and develop the Project's perspective in customers through marketing.
2. Communicate effectively with target audiences and build and develop customer relationships.
3. Support the marketing manager in delivering agreed activities. Should be able learn any basic/new responsibilities (or duties assigned) and readily accept different roles of service in case of heavy work load or due to any unavoidable/emergency situations.
4. Work closely with in-house or external creative agencies for any suggestions related to marketing materials such as brochures, adverts and also can provide recommendations to the Supporting Team for performance improvements, which could help the work progress at a faster rate.
5. Develop and implement a marketing strategy (often as part of a wider sales and marketing programme).
6. You are instructed to maintain a highly - confidential atmosphere with respect to company's Project(s) matters and if management see that you failed to do so, we may take any kind of action against you.
7. You will need to report the office/site on time and be punctual.
8. You should meet the targets as designed by the management without fail.
9. You are eligible for 2 leaves per month which may be utilised on an emergency basis / when required. Hence, you should plan your leaves accordingly and intimate the Company in prior so that the company might be equipped with the adequate staff to cover your job responsibilities. If any unscheduled/uninformed leave/s are taken, we are authorised to terminate your services without any further explanation from the company.
10. No lenience will be accepted coming to your/our company safety measures. Should be responsible for the materials used appropriately and no mis-utilisation / wastage of materials (in any form) will be accepted by the company. If found any, you will be charged with the amount / deducted directly from the salary, that has been mis-used/wasted.
11. Depending on the work requirement, you may be posted at any branch (Rajahmundry or Gannavaram as of now) as and when needed.
12. If we find any discrepancies in regards to your work culture or behaviour, we are authorised to terminate your services with immediate effect (without any prior notice / explanation) and/or take legal action against you (depending on the nature of the act).

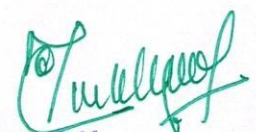
If this Offer and above Stated Terms and Conditions are acceptable to you, please submit your acceptance by signing a copy of this letter.

Thanking you

FoERJA AwtnusPv {py

Managing Director

pr.
ACCE ANCE SIGNATURE


PRINCIPAL
SRK Institute of Technology
ENIKEPADU, VIJAYAWADA-521 108.



RAKI AVENUES Pvt. Ltd.

Corporate Office :

D.No. 73-22-4/A, Behind GAIL Office , Balaramakrishnaraju Na-ar,
Near A. V. Apparao Road, RA JAMAHENDRAVARAM -533 103.
CIN : U70100AP2014PTC095143

Raki Avenues Pvt. Ltd.

Phone : 7093702337, Web : www.rakiavenues.com, E-mail : info@rakiavenues.com

Date: 04/10/18

APPOINTMENT LETTER

Subject: Appointment Letter for the Management Trainee Position

Dear K.CHANDHANA,

Further to our Campus interview and subsequent discussions, we are pleased to offer you the position of Management **Trainee** in our organization M/s RAKI Avenues Private Limited. You are required to take over the role of a Management Trainee from 4th October, 2018.

You are being offered a salary of Rs 18,000 Rupees only (Eighteen Thousand Rupees) per month as a Management Trainee. You are directed to do your job chart properly and upto the satisfaction of the management. You will be on probation for a period of 1 Year during which you will be reviewed for the work handled and additional responsibilities undertaken depending on the situation. On successful completion of the 1 Year period, and based on your performance, you will be confirmed in the services being offered to our company as a Management Trainee with an appreciation as per the company standards. Please note that we do not provide any accommodation and will be provided with food (one-time meal (Lunch)).

The Company has appointed you on a contract for a period of Two years commencing from 4th October 2018 and ending on 4th October 2020 and to this end you need to sign a written contractual agreement with the company.

During the Probation Period or the Currency of Contractual agreement, if you wish to leave the services of our company for any reason, you need to pay the company two months' salary.

Please note that if we are not satisfied with your services offered, we will be constrained to terminate the services without any prior notice (or) explanation.

You need to send back a signed copy of this letter to our company at the earliest in order to indicate your acceptance of the job offer. On receipt of your acceptance letter, we will initiate processing of your employment contract papers which can be drafted by having a mutual discussion between you and our company head if necessary.

Please feel free to contact us for any clarifications or further information regarding your job offer.

NOTE: In the unlikely event of your leaving the services of our organisation, please ensure to submit your letter of resignation at our Head Office Rajahmundry to our General Manager.

WELCOME TO RAKI FAMILY

For Raki Avenues Pvt. Ltd.

R.V. Co.
Managing Director

ACCEPTANCE SIGNATURE

Apurva

[Signature]

PRINCIPAL

SRK Institute of Technology
ENKEPADU, VIJAYAWADA-521 108.

ROLES AND RESPONSIBILITIES

1. Create awareness and develop the Project's perspective in customers through marketing.
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3. Support the marketing manager in delivering agreed activities. Should be able learn any basic/new responsibilities (or duties assigned) and readily accept different roles of service in case of heavy work load or due to any unavoidable/emergency situations.
4. Work closely with in-house or external creative agencies for any suggestions related to marketing materials such as brochures, adverts and also can provide recommendations to the Supporting Team for performance improvements, which could help the work progress at a faster rate.
5. Develop and implement a marketing strategy (often as part of a wider sales and marketing programme).
6. You are instructed to maintain a highly - confidential atmosphere with respect to company's Project(s) matters and if management see that you failed to do so, we may take any kind of action against you.
7. You will need to report the office/site on time and be punctual.
8. You should meet the targets as designed by the management without fail.
9. You are eligible for 2 leaves per month which may be utilised on an emergency basis / when required. Hence, you should plan your leaves accordingly and intimate the Company in prior so that the company might be equipped with the adequate staff to cover your job responsibilities. If any unscheduled/uninformed leave/s are taken, we are authorised to terminate your services without any further explanation from the company.
10. No lenience will be accepted coming to your/our company safety measures. Should be responsible for the materials used appropriately and no mis-utilisation / wastage of materials (in any form) will be accepted by the company. If found any, you will be charged with the amount / deducted directly from the salary, that has been mis-used/wasted.
11. Depending on the work requirement, you may be posted at any branch (Rajahmundry or Gannavaram as of now) as and when needed.
12. If we find any discrepancies in regards to your work culture or behaviour, we are authorised to terminate your services with immediate effect (without any prior notice / explanation) and/or take legal action against you (depending on the nature of the act).


If this Offer and above Stated Terms and Conditions are acceptable to you, please submit your acceptance by signing a copy of this letter.

Thanking you

FoERJ/ AwtnusPv {py

Managing Director

pr
ACCE ANCE SIGNATURE 


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SRK Institute of Technology
CHENNAI, VIJAYAWADA-521 108.



RAKI AVENUES Pvt. Ltd.

Corporate Office :

D.No. 73-22-4/A, Behind GAIL Office , Balaramakrishnaraju Nagar,
Near A. V. Apparao Road, RA JAMAHENDRAVARAM -533 103.
CIN : U70100AP2014PTC095143

Raki Avenues Pvt. Ltd.

Phone : 7093702337, Web : www.rakiavenues.com, E-mail : info@rakiavenues.com

Date: 04/10/18

APPOINTMENT LETTER

Subject: Appointment Letter for the Management Trainee Position

Dear M.VENKATESH,

Further to our Campus interview and subsequent discussions, we are pleased to offer you the position of Management Trainee in our organization M/s RAKI Avenues Private Limited. You are required to take over the role of a Management Trainee from 4th October, 2018.

You are being offered a salary of Rs 18,000 Rupees only (Eighteen Thousand Rupees) per month as a Management Trainee. You are directed to do your job chart properly and upto the satisfaction of the management. You will be on probation for a period of 1 Year during which you will be reviewed for the work handled and additional responsibilities undertaken depending on the situation. On successful completion of the 1 Year period, and based on your performance, you will be confirmed in the services being offered to our company as a Management Trainee with an appreciation as per the company standards. Please note that we do not provide any accommodation and will be provided with food (one-time meal (Lunch)).

The Company has appointed you on a contract for a period of Two years commencing from 4th October 2018 and ending on 4th October 2020 and to this end you need to sign a written contractual agreement with the company.

During the Probation Period or the Currency of Contractual agreement, if you wish to leave the services of our company for any reason, you need to pay the company two months' salary.

Please note that if we are not satisfied with your services offered, we will be constrained to terminate the services without any prior notice (or) explanation.

You need to send back a signed copy of this letter to our company at the earliest in order to indicate your acceptance of the job offer. On receipt of your acceptance letter, we will initiate processing of your employment contract papers which can be drafted by having a mutual discussion between you and our company head if necessary.

Please feel free to contact us for any clarifications or further information regarding your job offer.

NOTE: In the unlikely event of your leaving the services of our organisation, please ensure to submit your letter of resignation at our Head Office Rajahmundry to our General Manager.

WELCOME TO RAKI FAMILY

For Raki Avenues Pvt. Ltd.

R.V. Co.
Managing Director

ACCEPTANCE SIGNATURE

Apurva

Principals

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ROLES AND RESPONSIBILITIES

1. Create awareness and develop the Project's perspective in customers through marketing.
2. Communicate effectively with target audiences and build and develop customer relationships.
3. Support the marketing manager in delivering agreed activities. Should be able learn any basic/new responsibilities (or duties assigned) and readily accept different roles of service in case of heavy work load or due to any unavoidable/emergency situations.
4. Work closely with in-house or external creative agencies for any suggestions related to marketing materials such as brochures, adverts and also can provide recommendations to the Supporting Team for performance improvements, which could help the work progress at a faster rate.
5. Develop and implement a marketing strategy (often as part of a wider sales and marketing programme).
6. You are instructed to maintain a highly - confidential atmosphere with respect to company's Project(s) matters and if management see that you failed to do so, we may take any kind of action against you.
7. You will need to report the office/site on time and be punctual.
8. You should meet the targets as designed by the management without fail.
9. You are eligible for 2 leaves per month which may be utilised on an emergency basis / when required. Hence, you should plan your leaves accordingly and intimate the Company in prior so that the company might be equipped with the adequate staff to cover your job responsibilities. If any unscheduled/uninformed leave/s are taken, we are authorised to terminate your services without any further explanation from the company.
10. No lenience will be accepted coming to your/our company safety measures. Should be responsible for the materials used appropriately and no mis-utilisation / wastage of materials (in any form) will be accepted by the company. If found any, you will be charged with the amount / deducted directly from the salary, that has been mis-used/wasted.
11. Depending on the work requirement, you may be posted at any branch (Rajahmundry or Gannavaram as of now) as and when needed.
12. If we find any discrepancies in regards to your work culture or behaviour, we are authorised to terminate your services with immediate effect (without any prior notice / explanation) and/or take legal action against you (depending on the nature of the act).

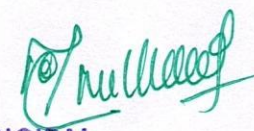
If this Offer and above Stated Terms and Conditions are acceptable to you, please submit your acceptance by signing a copy of this letter.

Thanking you

FoERJ\ Awt nusPv {py

Managing Director

pr.
ACCE ANCE SIGNATURE 


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Raki Avenues Pvt. Ltd.

RAKI AVENUES Pvt. Ltd.

Corporate Office :

D.No. 73-22-4/A, Behind GAIL Office, Balaramakrishnaraju Nagar,

Near A. V. Apparao Road, RAJAMAHENDRAVARAM -533 103.

CIN : U70100AP2014PTC095143

Phone : 7093702337, Web : www.rakiavenues.com, E-mail : info@rakiavenues.com

Date: 04/10/18

APPOINTMENT LETTER

Subject: Appointment Letter for the Management Trainee Position

Dear PRATYUSHA.ANNE,

Further to our Campus interview and subsequent discussions, we are pleased to offer you the position of **Management Trainee** in our organization **M/s RAKI Avenues Private Limited**. You are required to take over the role of a Management Trainee from 4th October, 2018.

You are being offered a salary of **Rs 18,000 Rupees only (Eighteen Thousand Rupees)** per month as a Management Trainee. You are directed to do your job chart properly and upto the satisfaction of the management. You will be on probation for a period of 1 Year during which you will be reviewed for the work handled and additional responsibilities undertaken depending on the situation. On successful completion of the 1 Year period, and based on your performance, you will be confirmed in the services being offered to our company as a Management Trainee with an appreciation as per the company standards. Please note that we do not provide any accommodation and will be provided with food (one-time meal (Lunch)).

The Company has appointed you on a contract for a period of Two years commencing from 4th **October 2018** and ending on 4th **October 2020** and to this end you need to sign a written contractual agreement with the company.

During the Probation Period or the Currency of Contractual agreement, if you wish to leave the services of our company for any reason, you need to pay the company two months' salary.

Please note that if we are not satisfied with your services offered, we will be constrained to terminate the services without any prior notice (or) explanation.

You need to send back a signed copy of this letter to our company at the earliest in order to indicate your acceptance of the job offer. On receipt of your acceptance letter, we will initiate processing of your employment contract papers which can be drafted by having a mutual discussion between you and our company head if necessary.

Please feel free to contact us for any clarifications or further information regarding your job offer.

NOTE: In the unlikely event of your leaving the services of our organisation, please ensure to submit your letter of resignation at our Head Office Rajahmundry to our General Manager.

WELCOME TO RAKI FAMILY

For Raki Avenues Pvt. Ltd.

R.V.
Managing Director

pratyusha
ACCEPTANCE SIGNATURE

Chinmay

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ROLES AND RESPONSIBILITIES

1. Create awareness and develop the Project's perspective in customers through marketing.
2. Communicate effectively with target audiences and build and develop customer relationships.
3. Support the marketing manager in delivering agreed activities. Should be able learn any basic/new responsibilities (or duties assigned) and readily accept different roles of service in case of heavy work load or due to any unavoidable/emergency situations.
4. Work closely with in-house or external creative agencies for any suggestions related to marketing materials such as brochures, adverts and also can provide recommendations to the Supporting Team for performance improvements, which could help the work progress at a faster rate.
5. Develop and Implement a marketing strategy (often as part of a wider sales and marketing programme).
6. You are instructed to maintain a highly - confidential atmosphere with respect to company's Project(s) matters and if management see that you failed to do so, we may take any kind of action against you.
7. You will need to report the office/site on time and be punctual.
8. You should meet the targets as designed by the management without fail.
9. You are eligible for 2 leaves per month which may be utilised on an emergency basis / when required. Hence, you should plan your leaves accordingly and intimate the Company in prior so that the company might be equipped with the adequate staff to cover your job responsibilities. If any unscheduled/uninformed leave/s are taken, we are authorised to terminate your services without any further explanation from the company.
10. No lenience will be accepted coming to your/our company safety measures. Should be responsible for the materials used appropriately and no mis-utilisation / wastage of materials (in any form) will be accepted by the company. If found any, you will be charged with the amount / deducted directly from the salary, that has been mis-used/wasted.
11. Depending on the work requirement, you may be posted at any branch (Rajahmundry or Gannavaram as of now) as and when needed.
12. If we find any discrepancies in regards to your work culture or behaviour, we are authorised to terminate your services with immediate effect (without any prior notice / explanation) and/or take legal action against you (depending on the nature of the act).

If this Offer and above Stated Terms and Conditions are acceptable to you, please submit your acceptance by signing a copy of this letter.

Thanking you

For Raki Avenus Pvt. Ltd.


Managing Director


ACCEPTANCE SIGNATURE


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**APPOINTMENT AS JR. SOFTWARE DEVELOPER TRAINEE IN
LOMAA IT SOLUTIONS**

Dear Mastan Vali Shaik,

We are glad to inform you that you have been selected for the position of **Jr. Software Developer** dated **01/09/2019** in Lomaa IT Solutions Pvt Ltd for a period of 30 working Days. During this Training Probation period you are required to undertake all your duties and activities as assigned to your superiors and head of the Department to whom you will be reporting.

You will be paid a consolidated amount of **Rs.8000** (Eight Thousand Rupees only) per month and is subject to review only on completion of training period. You will not be eligible for any other monetary benefits from the company during this training period.

Your performance will be reviewed periodically during the training period. If you performance does not meet the requirements of the training program your training period would be extended by some more days until you reach our expectations.

Though you have engaged for a specific position, the company reserves the right to send you on training/deputation/transfer/assignments to different locations in India or abroad without any revisions in your current compensation.

Management expects the employee to maintain punctuality. Office time of organisation starts from 9AM to 6PM ,Monday to Saturday with one hour lunch break 1AM to 2PM.Casual Leaves during training period cannot be accepted.

You can indicate your acceptance of this employment offer by signing below.

Congratulations Mastan Vali Shaik! We are excited to welcome into Lomaa IT Solutions and we look forward to you joining the team.

Sincerely,

For Lomaa IT Solutions



Naveen SK
Project Manager

Signature of Candidate

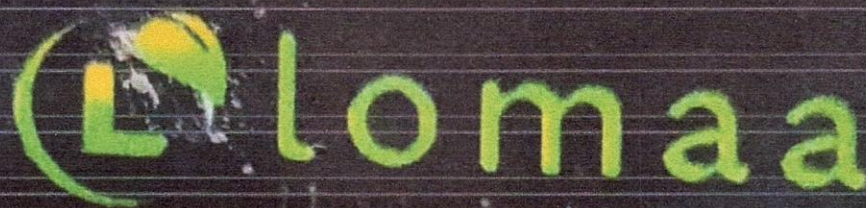
Shaik Mastan Vali



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SK.MASTAN VALI

Jr. Software Developer

ID NO: L1922

Blood Group : B⁺VE

TL
Issued by

Plot No 18, 2nd floor, Road No 6, Sector 4, Above Andhara Bank,

Lotus Landmark, Ayodhya Nagar, Vijayawada, 520003

Contact : 0866-2533477

www.lomaaart.com

Thulhaas

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18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Alaparthi Tara Siva Durga,
Syntellect ID: SBE1940487

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
- You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

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 Enimadathu Vilayawada-521 108.
 Madhavasthira, India | Tel: +91 20 66349000

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

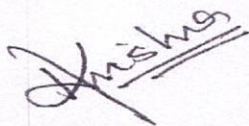
You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,




Adarsh Krishna

Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature



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Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Alaparthi Tara Siva Durga			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	Monthly	Yearly
Basic Pay (A)	40%	9367	112400
HRA (B)	50%	4683	56200
Meal Allowance (CC)	-	1500	18000
Special Allowance (D)	-	3130	37560
City Allowance (EE)	-	937	11240
Bonus (F)	-	2000	24000
Co.'s Contribution to PF (G)	-	1800	21600
Transport Expenses	-	1600	19200
Medical Reimbursement Expenses	-	1250	15000
	-		
Sub-Total - I (H)	100%	26267	315200
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4800
Sub-Total - II	-	400	4800
	-		
Total Compensation (i + ii)	-	26667	320000

[Signature]

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ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills - your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC



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Crowdnetic

222 5th Street, New York, NY, 10001

January 31st, 2020

Satish Mallavarapu

Address:

D.No: 3-12,

Attaluru, Amaravati, Guntur,

AP - 522436.

Dear Mr. Satish Mallavarapu,

With reference to your application and subsequent interview with us, we are glad to offer you a position of Software Engineer with Crowdnetic Technologies Private Limited ("Crowdnetic" or "Company").

1. Your Total CTC - 2.40 LPA.
2. You will be on probation for a period of 3 months, during which your appointment will be terminable by either you or the Company by giving ten days notice. At the end of probation period subject to work and conduct satisfactory, you may be offered an opportunity to remain in service with the Company. In all matters not mentioned herein, you shall be governed by the Rules and Practices of the Company.
3. Your date of Joining would be on February 1st 2020.
4. Notice Period - 2 months after confirmation.

Your employment with us is contingent upon the submission of the following documents (photocopies) on or before the date of joining. Kindly bring originals for verification.

1. Highest qualification certificate [convocation certificate / provisional certificate] and mark sheet [consolidated/semester-wise]
2. Relieving letter/resignation acceptance letter from most recent employer.
3. Latest three salary slips or salary certificate from most recent employer.
4. Experience certificate from all previous employers.
5. Crowdnetic offer letter signed.
6. Passport with at least 1-year validity.

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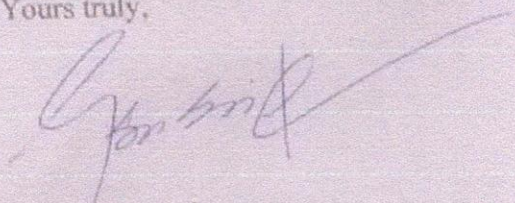
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7. Proof of identity i.e. PAN card/driving license/electoral card/Aadhar card.
8. Passport size photographs (6 copies)
9. Latest Form16 (or Form26AS - available on most online banking sites) or Final Tax computation sheet from last employer.
10. PF UAN NO.

Kindly confirm your offer by replying to this email.

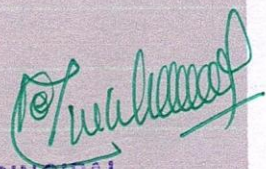
Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You may get in touch with the undersigned for any further clarifications.

Yours truly,



Srikanth Goteti

Managing Director,
Crowdnetic Technologies Private Limited



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26-Feb-2019

Dear Likhitha Munnangi,
MCA, CS
Computer Application

Candidate ID - 13003628

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst 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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** 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.

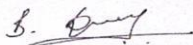
Please note

- 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://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



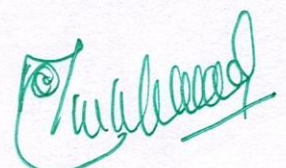
Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:



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Annexure A

Name: Likhitha Munnangi

Designation:

Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
Annual Gross Compensation			297,000
Incentive Indication (per annum)**			20,000
Annual Total Compensation			317,000
Company's contribution towards benefits (Medical, Accident and Life Insurance)			16,000
Gratuity			5,005
Annual Total Remuneration			338,005

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 find it attractive and agree to join.

Rt'd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thorapakkam, Chennai - 600 097

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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://mycognizant.cognizant.com>->Total Rewards App for more details



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ENIKEPADU, VIJAYAWADA-521 108

26-Feb-2019

Dear Ram Babu Jampana,
MCA, CS
Computer Application

Candidate ID – 13003974

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst 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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** 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.

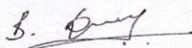
Please note

- 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://campus2.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:


PRINCIPAL

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Annexure A

Name: Ram Babu Jampana

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

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.

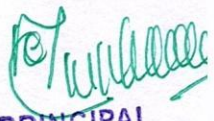
Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

Rt'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

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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



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