

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date: 04/28/2022

Sadha Susmitha Sesetti

C10993184

Door no:1-67Near RamalayamSeethanagaram MandalSri RamanagaramRaghudevapuramEast Godavari District
7013928165

Dear Sadha Susmitha Sesetti ,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

Job Profile - Advanced App Engineering Associate

Management Level - 12

Job Family Group - Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 10.0 Apr-2022
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NH-16, Chaitanya Knowledge City,
RAJAHMUNDRY-533 296.

Principal
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NH-16, Chaitanya Knowledge City,
RAJAHMUNDRY-533 296.

Candidate's Signature _____



APPOINTMENT LETTER

January 19, 2022

Dear Venkata Sai Barla,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

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I Venkata Sai Barla, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

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

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Venkata Sai Barla

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance coverage up to Rs 2lac per annum.

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ANNEXURE – IV

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14th April 2022



Mr. Perapu Lokesh Sai Pavan
S/O Sri Satyanarayana
D No 10-365/20/2,
Bhavanipuram, Rajamundry Rural,
East Godavari - 533102.

Congratulations...!!!

Sub: Offer of Employment

In continuation to our letter **BSCPL/HR/74/2022** dated **09th March 2022** addressed to your College communicating about the selection of your candidature for our organisation as **Graduate Engineer Trainee - Civil** based on the on campus selection process, we are pleased to make this employment offer with the following particulars and the terms as mentioned in the attached **Pre-Employment Agreement**:


- Annual CTC** : ₹2,69,760/- (Rupees Two Lakh Sixty Nine Thousand Seven Hundred and Sixty Only) Including Fixed Service Bonus(FSB)
- Induction & Initial Training** : You will undergo induction, initial training and orientation at one of our project camp about a month (location & address will be communicated to you through SMS & E-Mail on or before 01st June 2022).
- Location of Posting** : After the induction, training and orientation, your location of posting will be communicated.
- Accommodation & Food** : Free of cost at the Project Location where you will be posted.
- Training Period** : As Graduate Engineer Trainee, your initial training period will be one year from the date of joining which may be extended based on the progress review after one year. On successful completion of the training period, there will be a re-fixation of designation. However, revision of salary will be done at the time of scheduled performance appraisal.

This offer is valid for you to continue on the employment subject to passing out of your final year result of graduation in civil engineering without any backlog and obtaining provisional certificate of graduation within a reasonable period of time after final year result declaration by the University.


The detailed appointment letter will be issued to you immediately after your final year exam result declaration and obtaining a course completion certificate from the College with declaration of no course backlog.

Please signify your acceptance of this offer by signing below and return the same along with the signed pre-employment agreement for our records.

We heartily welcome you to BSCPL family and look forward to having you on-board soon!


V. Jagadeesh
Vice President
Principal

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BSCPL Infrastructure Ltd. CIN:U45203TG1998PLC029154

8-2-502/1/A, JIVI Towers, Road No.7, Banjara Hills, Hyderabad - 500 034.

Tel: +9140 23307704, 23307831, Fax : +91 40 23307385,

Email : info@bscpl.net web : www.bscpl.net

BSCPL

RVM Constructions India Pvt Ltd,
ARCHITECTURAL & CIVIL CONSULTANTS,



Dear CHEEKATLA.JAGA LALITHA DEVI,

We are pleased to offer you employment at RVM Constructions India Pvt Ltd,

Job Position: Site Engineer.

Salary: Annual gross starting salary of Rs.1,80,000/-

Joining date on 07.06.2022

The compensation and other benefits to which you would be entitled are detailed in the letter's enclosure. We request that you review the same and return the enclosed duplicate copy of this letter in acceptance. We are excited to have you as a member of our team. We are confident that you will have a Successful career with our company.

We'd like to take this opportunity to welcome you, to our team.


Terms and Conditions:

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.


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6. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealing with the company and if you are offered any, you should immediately report the same to the Management.


7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

We look forward to welcome you aboard.



For RVM Constructions India Pvt Ltd



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RVM Constructions India Pvt Ltd,
ARCHITECTURAL & CIVIL CONSULTANTS,



Dear Cheekatla.Lokeswari,

We are pleased to offer you employment at RVM Constructions India Pvt Ltd,

Job Position: Site Engineer.

Salary: Annual gross starting salary of Rs.1,80,000/-

Joining date on 07.06.2022

The compensation and other benefits to which you would be entitled are detailed in the letter's enclosure. We request that you review the same and return the enclosed duplicate copy of this letter in acceptance. We are excited to have you as a member of our team. We are confident that you will have a Successful career with our company.

We'd like to take this opportunity to welcome you, to our team.

Terms and Conditions:

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.
3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

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8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

We look forward to welcome you aboard.



For RVM Constructions India Pvt Ltd



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RVM Constructions India Pvt Ltd,
ARCHITECTURAL & CIVIL CONSULTANTS,



Dear KANDREGULA SAI BHAVANI,

We are pleased to offer you employment at RVM Constructions India Pvt Ltd,

Job Position: Site Engineer.

Salary: Annual gross starting salary of Rs.1,80,000/-

Joining date on 07.06.2022

The compensation and other benefits to which you would be entitled are detailed in the letter's enclosure. We request that you review the same and return the enclosed duplicate copy of this letter in acceptance. We are excited to have you as a member of our team. We are confident that you will have a Successful career with our company.


We'd like to take this opportunity to welcome you, to our team.

Terms and Conditions:

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

1. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.
3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.
4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.
5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.


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7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

We look forward to welcome you aboard.


For RVM Constructions India Pvt Ltd


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RVM Constructions India Pvt Ltd,
ARCHITECTURAL & CIVIL CONSULTANTS,



Dear Anumolu kumara,

We are pleased to offer you employment at RVM Constructions India Pvt Ltd,

Job Position: Site Engineer.

Salary: Annual gross starting salary of Rs.1,80,000/-

Joining date on 07.06.2022

The compensation and other benefits to which you would be entitled are detailed in the letter's enclosure. We request that you review the same and return the enclosed duplicate copy of this letter in acceptance. We are excited to have you as a member of our team. We are confident that you will have a Successful career with our company.

We'd like to take this opportunity to welcome you, to our team.

Terms and Conditions:

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

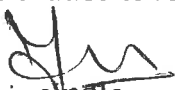
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2. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's policies, Company's patterns & Trade Mark and Company's Human assets profile.

3. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

4. Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

5. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.


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7. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

8. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge.

We look forward to welcome you aboard.



For RVM Constructions India Pvt Ltd



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Date: 02/07/2021

Employee name: REVATHI. JUTHIGA

RE: Employment Offer

Dear

As a result of your recent interviews, I am pleased to make you the following offer of employment.

Employment Starting Date: On or before 14/07/2021

Base Compensation: Your annual salary will be 2,50,000/- LPA, payable on a Monthly basis. Increases to the base compensation shall be discretionary based on your annual performance review, which shall occur no later than 90 days after the anniversary date of your employment or last performance review.

Bonus: You will be eligible for an annual bonus. This bonus is discretionary and shall be based solely on individual performance.


Cell Phone: A company owned cell phone will be provided

Computer: A laptop computer will be provided for company business use only.

Transportation Allowance: You will receive a transportation allowance. This sum shall be provided to you monthly and shall increase every three years at the rate of CPI. This is an allowance and you shall be responsible for any costs you incur that exceed said allowance (except those costs considered non-customary for your position).

At-will Employment: Your employment with the Company is At-Will, and is in no way intended to be, or should it be construed to be, a promise of, or a contract for, employment. Your employment may be terminated by either party with 24 hours notice. Any accrued vacation time will be paid at termination.

Severance: If your employment is terminated by employer within 12 full months of employment for reasons other than insubordination or unethical behavior than you will receive 4 weeks base salary and we will continue to pay employee portion of your benefits for 4 weeks. If your employment is terminated by employer between 12 full months and 24 full months of employment for reasons other than insubordination or unethical behavior than you will receive 8 weeks base salary and we will continue to pay employee portion of your benefits for 8 weeks. If you employment is terminated by


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employer after 24 full months of employment than severance is at will of employer and current circumstances.

The following benefits are currently available from the Company, but are subject to change:

Group Health benefits: Starting on the first full month following completion of a standard 90-day probationary period, you will be eligible for participation in the Company's Insurance Program, which includes Dental and Vision coverage. Dependent health coverage as well as dependent dental and vision plan coverage is also available at an additional cost.

Vacation: You are entitled to ten (10) vacation days per year, which is accumulated on a bi-weekly basis. This same two-week accrual will apply in each of the second and third years of employment. After completion of three years of employment, you would accrue at a rate of three weeks vacation per year (15 days). You cannot carry over vacation beyond the year after which it is accrued.

Holidays: The Company has six (6) standard paid holidays, which consist of New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving, and Christmas Day.

Sick Days: The Company provides five (5) days per calendar year for sick days.

Please indicate your acceptance of this offer of employment by signing below and returning the signed offer to me.

We are very pleased to have you as a member of our team and look forward to working with you. I believe that you will have the opportunity to make a valuable contribution to the Company as well as have the chance to fulfill your career goals.

Sincerely,



Hiring Manager


Megha Engineering & Infrastructures

I have read, understand and agree to all of the foregoing terms and conditions of this offer of employment and hereby accept the offer.

Candidate Name

Date


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Date: 02/07/2021

Employee name: Lavanya Medapati

RE: Employment Offer

Dear Lavanya Medapati,

As a result of your recent interviews, I am pleased to make you the following offer of employment.

Employment Starting Date: On or before 14/07/2021

Base Compensation: Your annual salary will be 2,50,000/- LPA, payable on a Monthly basis. Increases to the base compensation shall be discretionary based on your annual performance review, which shall occur no later than 90 days after the anniversary date of your employment or last performance review.

Bonus: You will be eligible for an annual bonus. This bonus is discretionary and shall be based solely on individual performance.


Cell Phone: A company owned cell phone will be provided


Computer: A laptop computer will be provided for company business use only.

Transportation Allowance: You will receive a transportation allowance. This sum shall be provided to you monthly and shall increase every three years at the rate of CPI. This is an allowance and you shall be responsible for any costs you incur that exceed said allowance (except those costs considered non-customary for your position).

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Holidays: The Company has six (6) standard paid holidays, which consist of New Year's Day, Memorial Day, 4th of July, Labor Day, Thanksgiving, and Christmas Day.

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Sincerely,


Hiring Manager

Megha Engineering & Infrastructures

I have read, understand and agree to all of the foregoing terms and conditions of this offer of employment and hereby accept the offer.

Candidate Name

Date


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