

1 Bandapalli Govinda



March 13, 2023

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear GOVINDA BANDAPALLI,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M.Tech degree from one of the premier engineering institution/university in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen", is written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

TERMS & CONDITIONS OF SCHOLARSHIP

1. Profile:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to

participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M.Tech degree from one of the premier engineering Institution/university** upon successful completion of the course.

2. Duration:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment Details:

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.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium/cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **INR 14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of **INR 2,00,000/-** per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available in myPolicies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First Year	15,000	488	15,488/- (*)
Second Year	17,000	553	17,553/- (*)
Third Year	19,000	618	19,618/- (*)
Fourth Year	23,000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Employees with a fixed salary of less than INR 21,000 per month are covered under ESI. ESI is a comprehensive social security program in the event of medical contingencies, such as sickness, maternity, death or disablement due to employment injury and occupational disease. This scheme provides access to medical treatment, medical facilities, cash compensation and other support for insured persons

Your fourth-year scholarship will continue until completion of your M.Tech program. You will be enrolled into the academic program within 12 months from the date of joining.

You shall be eligible to receive a onetime "joining bonus" of **INR 75,000** after you join Wipro along with your first month scholarship. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the Scholar Trainee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of **INR 1,250/-** will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a Training Agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training Agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of **INR 75,000/-(Rupees Seventy five thousand only)** will have to be paid by you as detailed in the Training Agreement.

6. Project Readiness Program (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic Study:

- i. You will be enrolled for M.Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar Trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work/dissertation in your final semester (8th semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- viii. Each course has multiple evaluation components. This includes (but not limited to) an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 8:30am to 6:00pm. However, this is subjected to change based on business needs.
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar Trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
- xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medical/on the job training/late coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar Trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments/quiz/examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
- xviii. Any Scholar Trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar Trainee's CGPA is less than 5.5, the Scholar Trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar Trainee with an E grade in any course will not be permitted to register for the Dissertation
- xxi. Project/Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- xxiii. Study regulations mentioned in section v to xxii are subjected to change as per the norms of the participating University and the decision of the University/WILP Team/Wipro is final and binding.
- xxiv. WILP Scholar Trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

- xxv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team/ faculty/University would be final and binding.
- xxvi. Breach of integrity will be dealt with sternly. Such Scholar Trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvii. On successful completion of the study, you will be eligible to receive the M.Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxviii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M.Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation/university norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head/Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon/withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head/Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head/Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated/modified on a periodic basis and new policies may be introduced and notified to Scholar Trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP/Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

- i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. Additionally, during this study period, you may be assigned/allocated to projects (billable/support roles) of any Technology/Client as per Organizational requirement. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by

you even after cancellation of your enrolment for whatever reasons as the case may be.

- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training Agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iii. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays and in any shifts during the day, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- iv. The university will plan contact classes in multiple formats to suit the project work situations and university guidelines such as contact classes in ILT (Instructor Led Training) and/or VILT (Virtual Instructor Led Training) and Self-Directed/Recorded lecture sessions.

16. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar Trainee on successful and satisfactory completion of the academic study.

18. Work Allocation for on the Job Training:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your enrolment or other disciplinary action.

19. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Tulasi Dalli, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

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

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

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my

aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar Trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

TRAVEL, ACCOMMODATION, FOOD & OTHER MISCELLANEOUS EXPENSES

Travel

- i. You would be entitled for INR 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount. **You are not required to raise any claims towards reimbursements of travel expenses post joining as this lump sum amount will be paid in your first month's stipend.**
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for INR 400 per day for 8 days (total amount of INR 3200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following: Settlement and

Miscellaneous Expenses: INR 1200 per day for 7 days (total amount of INR 8400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

- iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro > myPolicies > Common Policies across Countries > myTravel > Global Relocation Policy.
- iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.
- v. You cannot book initial stay accommodation through the Wipro Hospitality team at hospitality.accommodation@wipro.com and reimburse the same.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : [JAVA-J2EE](#)

Skill Preferences 2 : [DAAI - Intelligent Data Platform \(IDP\)](#)

Skill Preferences 3 : [ORACLE](#)

Location Preferences 1 : [Hyderabad](#)

Location Preferences 2 : [Bangalore](#)

Location Preferences 3 : [Chennai](#)

Accept Decline

Signature [GOVINDA BANDAPALLI](#) 13/1/2023 4:12 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T : +91 (80) 2844 0011

Doddakannelli F : +91 (80) 2844 0054

Sarjapur Road E : info@wipro.com

Bengaluru 560 035 W : wipro.com

India C : L32102KA1945PLC020800



January 30, 2023

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Siva venkata Konatham,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

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Please read through the terms and conditions of your enrolment as provided below.

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Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

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You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M.Tech degree from one of the premier engineering Institution/university** upon successful completion of the course.

2. Duration:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment Details:

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.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium/cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **INR 14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of **INR 2,00,000/-** per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available in myPolicies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First Year	15,000	488	15,488/- (*)
Second Year	17,000	553	17,553/- (*)
Third Year	19,000	618	19,618/- (*)
Fourth Year	23,000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at **0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Employees with a fixed salary of less than INR 21,000 per month are covered under ESI. ESI is a comprehensive social security program in the event of medical contingencies, such as sickness, maternity, death or disablement due

to employment injury and occupational disease. This scheme provides access to medical treatment, medical facilities, cash compensation and other support for insured persons

Your fourth-year scholarship will continue until completion of your M.Tech program. You will be enrolled into the academic program within 12 months from the date of joining.

You shall be eligible to receive a onetime "joining bonus" of **INR 75,000** after you join Wipro along with your first month scholarship. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the Scholar Trainee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of **INR 1,250/-** will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a Training Agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training Agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of **INR 75,000/- (Rupees Seventy five thousand only)** will have to be paid by you as detailed in the Training Agreement.

6. Project Readiness Program (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic Study:

- i. You will be enrolled for M.Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar Trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work/dissertation in your final semester (8th semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.

- viii. Each course has multiple evaluation components. This includes (but not limited to) an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 8:30am to 6:00pm. However, this is subjected to change based on business needs.
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar Trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
- xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medical/on the job training/late coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar Trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments/quiz/examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
- xviii. Any Scholar Trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar Trainee's CGPA is less than 5.5, the Scholar Trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar Trainee with an E grade in any course will not be permitted to register for the Dissertation
- xxi. Project/Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- xxiii. Study regulations mentioned in section v to xxii are subjected to change as per the norms of the participating University and the decision of the University/WILP Team/Wipro is final and binding.
- xxiv. WILP Scholar Trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
- xxv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team/ faculty/University would be final and binding.
- xxvi. Breach of integrity will be dealt with sternly. Such Scholar Trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvii. On successful completion of the study, you will be eligible to receive the M.Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxviii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M.Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation/university norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head/Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon/withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head/Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head/Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated/modified on a periodic basis and new policies may be introduced and notified to Scholar Trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with

others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP/Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

- i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. Additionally, during this study period, you may be assigned/allocated to projects (billable/support roles) of any Technology/Client as per Organizational requirement. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.
- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training Agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iii. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays and in any shifts during the day, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- iv. The university will plan contact classes in multiple formats to suit the project work situations and university guidelines such as contact classes in ILT (Instructor Led Training) and/or VILT (Virtual Instructor Led Training) and Self-Directed/Recorded lecture sessions.

16. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar Trainee on successful and satisfactory completion of the academic study.

18. Work Allocation for on the Job Training:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your enrolment or other disciplinary action.

19. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Siva venkata Konatham, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

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

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

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE - III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work

culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro’s businesses and work environment.

The methodology of training is “Project Based Learning” (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar Trainee with Wipro’s WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

TRAVEL, ACCOMMODATION, FOOD & OTHER MISCELLANEOUS EXPENSES

Travel

- i. You would be entitled for INR 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount. **You are not required to raise any claims towards reimbursements of travel expenses post joining as this lump sum amount will be paid in your first month’s stipend.**
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for INR 400 per day for 8 days (total amount of INR 3200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following: Settlement and Miscellaneous Expenses: INR 1200 per day for 7 days (total amount of INR 8400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro > myPolicies > Common Policies across Countries > myTravel > Global Relocation Policy.
- iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.
- v. You cannot book initial stay accommodation through the Wipro Hospitality team at hospitality.accommodation@wipro.com and reimburse the same.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : CIS - SERVICE DESK

Location Preferences 1 : Hyderabad

Skill Preferences 2 : Python Automation Testing

Location Preferences 2 : Chennai

Skill Preferences 3 : Python App

Location Preferences 3 : Bangalore

Accept Decline

Signature Siva venkata Konatham 30/1/2023 1:25 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

**Wipro
Limited**

T :+91 (80) 2844 0011

Doddakannelli

F :+91 (80) 2844 0054

Sarjapur
Road

E :info@wipro.com

Bengaluru
560 035

W :wipro.com

India

C :L32102KA1945PLC020800

26177655



March 14, 2023

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Jahnvi Gangireddy,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M.Tech degree from one of the premier engineering institution/university in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen", written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

TERMS & CONDITIONS OF SCHOLARSHIP

1. Profile:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to

participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M.Tech degree from one of the premier engineering Institution/university** upon successful completion of the course.

2. Duration:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

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During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

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- i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **INR 14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of **INR 2,00,000/-** per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available in myPolicies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First Year	15,000	488	15,488/- (*)
Second Year	17,000	553	17,553/- (*)
Third Year	19,000	618	19,618/- (*)
Fourth Year	23,000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Employees with a fixed salary of less than INR 21,000 per month are covered under ESI. ESI is a comprehensive social security program in the event of medical contingencies, such as sickness, maternity, death or disablement due to employment injury and occupational disease. This scheme provides access to medical treatment, medical facilities, cash compensation and other support for insured persons

Your fourth-year scholarship will continue until completion of your M.Tech program. You will be enrolled into the academic program within 12 months from the date of joining.

You shall be eligible to receive a onetime "joining bonus" of **INR 75,000** after you join Wipro along with your first month scholarship. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the Scholar Trainee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of **INR 1,250/-** will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a Training Agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training Agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of **INR 75,000/-(Rupees Seventy five thousand only)** will have to be paid by you as detailed in the Training Agreement.

6. Project Readiness Program (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic Study:

- i. You will be enrolled for M.Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar Trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work/dissertation in your final semester (8th semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- viii. Each course has multiple evaluation components. This includes (but not limited to) an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 8:30am to 6:00pm. However, this is subjected to change based on business needs.
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar Trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
- xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medical/on the job training/late coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar Trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments/quiz/examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
- xviii. Any Scholar Trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar Trainee's CGPA is less than 5.5, the Scholar Trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar Trainee with an E grade in any course will not be permitted to register for the Dissertation
- xxi. Project/Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- xxiii. Study regulations mentioned in section v to xxii are subjected to change as per the norms of the participating University and the decision of the University/WILP Team/Wipro is final and binding.
- xxiv. WILP Scholar Trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

- xxv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team/ faculty/University would be final and binding.
- xxvi. Breach of integrity will be dealt with sternly. Such Scholar Trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvii. On successful completion of the study, you will be eligible to receive the M.Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxviii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M.Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation/university norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head/Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon/withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head/Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head/Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated/modified on a periodic basis and new policies may be introduced and notified to Scholar Trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP/Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

- i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. Additionally, during this study period, you may be assigned/allocated to projects (billable/support roles) of any Technology/Client as per Organizational requirement. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by

you even after cancellation of your enrolment for whatever reasons as the case may be.

- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training Agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iii. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays and in any shifts during the day, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- iv. The university will plan contact classes in multiple formats to suit the project work situations and university guidelines such as contact classes in ILT (Instructor Led Training) and/or VILT (Virtual Instructor Led Training) and Self-Directed/Recorded lecture sessions.

16. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar Trainee on successful and satisfactory completion of the academic study.

18. Work Allocation for on the Job Training:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your enrolment or other disciplinary action.

19. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Tulasi Dalli, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

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

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

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my

aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar Trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

TRAVEL, ACCOMMODATION, FOOD & OTHER MISCELLANEOUS EXPENSES

Travel

- i. You would be entitled for INR 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount. **You are not required to raise any claims towards reimbursements of travel expenses post joining as this lump sum amount will be paid in your first month's stipend.**
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for INR 400 per day for 8 days (total amount of INR 3200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following: Settlement and

Miscellaneous Expenses: INR 1200 per day for 7 days (total amount of INR 8400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro > myPolicies > Common Policies across Countries > myTravel > Global Relocation Policy.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

v. You cannot book initial stay accommodation through the Wipro Hospitality team at hospitality.accommodation@wipro.com and reimburse the same.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : [JAVA-J2EE](#)

Location Preferences 1 : [Hyderabad](#)

Skill Preferences 2 : [DAAI - Intelligent Data Platform \(IDP\)](#)

Location Preferences 2 : [Bangalore](#)

Skill Preferences 3 : [ORACLE](#)

Location Preferences 3 : [Chennai](#)

Accept Decline

Signature [Jahnavi Gangireddy](#) 14/1/2023 6:19 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T : +91 (80) 2844 0011

Doddakannelli F : +91 (80) 2844 0054

Sarjapur Road E : info@wipro.com

Bengaluru 560 035 W : wipro.com

India C : L32102KA1945PLC020800



March 14, 2023

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Lakshmi Mallampalli,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M.Tech degree from one of the premier engineering institution/university in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen", written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

TERMS & CONDITIONS OF SCHOLARSHIP

1. Profile:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M.Tech degree from one of the premier engineering Institution/university** upon successful completion of the course.

2. Duration:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment Details:

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.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium/cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12,00,000/-** . You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **INR 14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

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You are eligible for a floater coverage of **INR 2,00,000/-** per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on

your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available in myPolicies Section in myWipro, the HR portal at Wipro.

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Third Year	19,000	618	19,618/- (*)
Fourth Year	23,000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at **0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Employees with a fixed salary of less than INR 21,000 per month are covered under ESI. ESI is a comprehensive social security program in the event of medical contingencies, such as sickness, maternity, death or disablement due to employment injury and occupational disease. This scheme provides access to medical treatment, medical facilities, cash compensation and other support for insured persons

Your fourth-year scholarship will continue until completion of your M.Tech program. You will be enrolled into the academic program within 12 months from the date of joining.

You shall be eligible to receive a onetime "joining bonus" of **INR 75,000** after you join Wipro along with your first month scholarship. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the Scholar Trainee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of **INR 1,250/-** will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a Training Agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training Agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of **INR 75,000/-(Rupees Seventy five thousand only)** will have to be paid by you as detailed in the Training Agreement.

6. Project Readiness Program (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic Study:

- i. You will be enrolled for M.Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar Trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work/dissertation in your final semester (8th semester of your program). This will enable you to advance your professional capabilities by applying

concepts and techniques in projects.

- viii. Each course has multiple evaluation components. This includes (but not limited to) an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 8:30am to 6:00pm. However, this is subjected to change based on business needs.
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar Trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
- xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medical/on the job training/late coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar Trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments/quiz/examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
- xviii. Any Scholar Trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar Trainee's CGPA is less than 5.5, the Scholar Trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar Trainee with an E grade in any course will not be permitted to register for the Dissertation
- xxi. Project/Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.

- xxiii. Study regulations mentioned in section v to xxii are subjected to change as per the norms of the participating University and the decision of the University/WILP Team/Wipro is final and binding.
- xxiv. WILP Scholar Trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
- xxv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time , strict action will be taken and the decision of the WILP Team/ faculty/University would be final and binding.
- xxvi. Breach of integrity will be dealt with sternly. Such Scholar Trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvii. On successful completion of the study, you will be eligible to receive the M.Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxviii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M.Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation/university norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head/Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon/withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.

- iv. In case of any conflict or doubt, please discuss the matter with Head/Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head/Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated/modified on a periodic basis and new policies may be introduced and notified to Scholar Trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP/Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

- i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be

required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).

- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. Additionally, during this study period, you may be assigned/allocated to projects (billable/support roles) of any Technology/Client as per Organizational requirement. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.
- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training Agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole

discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iii. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays and in any shifts during the day, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- iv. The university will plan contact classes in multiple formats to suit the project work situations and university guidelines such as contact classes in ILT (Instructor Led Training) and/or VILT (Virtual Instructor Led Training) and Self-Directed/Recorded lecture sessions.

16. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar Trainee on successful and satisfactory completion of the academic study.

18. Work Allocation for on the Job Training:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your enrolment or other disciplinary action.

19. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Lakshmi Mallampalli, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;

- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

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

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

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar Trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

TRAVEL, ACCOMMODATION, FOOD & OTHER MISCELLANEOUS EXPENSES

Travel

- i. You would be entitled for INR 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount. **You are not required to raise any claims towards reimbursements of travel expenses post joining as this lump sum amount will be paid in your first month's stipend.**
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for INR 400 per day for 8 days (total amount of INR 3200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following: Settlement and Miscellaneous Expenses: INR 1200 per day for 7 days (total amount of INR 8400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro > myPolicies > Common Policies across Countries > myTravel > Global Relocation Policy.
- iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.
- v. You cannot book initial stay accommodation through the Wipro Hospitality team at hospitality.accommodation@wipro.com and reimburse the same.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : [Python App](#)

Location Preferences 1 : [Hyderabad](#)

Skill Preferences 2 : [Java-MEAN](#)

Location Preferences 2 : [Bangalore](#)

Skill Preferences 3 : [CIS - SERVICE DESK](#)

Location Preferences 3 : [Chennai](#)

Accept Decline

Signature [Lakshmi Mallampalli](#) 8/3/2023 1:01 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

**Wipro
Limited** T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur
Road E :info@wipro.com

Bengaluru
560 035 W :wipro.com

India C :L32102KA1945PLC020800

25745590



January 27, 2023

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Tulasi Dalli,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M.Tech degree from one of the premier engineering institution/university in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen". The signature is written in a cursive style and is positioned above a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

TERMS & CONDITIONS OF SCHOLARSHIP

1. Profile:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to

participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M.Tech degree from one of the premier engineering Institution/university** upon successful completion of the course.

2. Duration:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment Details:

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.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium/cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **INR 14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of **INR 2,00,000/-** per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available in myPolicies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First Year	15,000	488	15,488/- (*)
Second Year	17,000	553	17,553/- (*)
Third Year	19,000	618	19,618/- (*)
Fourth Year	23,000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Employees with a fixed salary of less than INR 21,000 per month are covered under ESI. ESI is a comprehensive social security program in the event of medical contingencies, such as sickness, maternity, death or disablement due to employment injury and occupational disease. This scheme provides access to medical treatment, medical facilities, cash compensation and other support for insured persons

Your fourth-year scholarship will continue until completion of your M.Tech program. You will be enrolled into the academic program within 12 months from the date of joining.

You shall be eligible to receive a onetime "joining bonus" of **INR 75,000** after you join Wipro along with your first month scholarship. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the Scholar Trainee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of **INR 1,250/-** will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a Training Agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training Agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of **INR 75,000/- (Rupees Seventy five thousand only)** will have to be paid by you as detailed in the Training Agreement.

6. Project Readiness Program (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic Study:

- i. You will be enrolled for M.Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar Trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work/dissertation in your final semester (8th semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- viii. Each course has multiple evaluation components. This includes (but not limited to) an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 8:30am to 6:00pm. However, this is subjected to change based on business needs.
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar Trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
- xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medical/on the job training/late coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar Trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments/quiz/examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
- xviii. Any Scholar Trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar Trainee's CGPA is less than 5.5, the Scholar Trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar Trainee with an E grade in any course will not be permitted to register for the Dissertation
- xxi. Project/Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- xxiii. Study regulations mentioned in section v to xxii are subjected to change as per the norms of the participating University and the decision of the University/WILP Team/Wipro is final and binding.
- xxiv. WILP Scholar Trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

- xxv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team/ faculty/University would be final and binding.
- xxvi. Breach of integrity will be dealt with sternly. Such Scholar Trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvii. On successful completion of the study, you will be eligible to receive the M.Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxviii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M.Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation/university norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head/Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon/withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head/Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head/Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated/modified on a periodic basis and new policies may be introduced and notified to Scholar Trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP/Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

- i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. Additionally, during this study period, you may be assigned/allocated to projects (billable/support roles) of any Technology/Client as per Organizational requirement. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by

you even after cancellation of your enrolment for whatever reasons as the case may be.

- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training Agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iii. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays and in any shifts during the day, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- iv. The university will plan contact classes in multiple formats to suit the project work situations and university guidelines such as contact classes in ILT (Instructor Led Training) and/or VILT (Virtual Instructor Led Training) and Self-Directed/Recorded lecture sessions.

16. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar Trainee on successful and satisfactory completion of the academic study.

18. Work Allocation for on the Job Training:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your enrolment or other disciplinary action.

19. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Tulasi Dalli, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

- validating my application form and retaining records on the same for any future reference/verification;
- processing my application form including background verification checks;
- academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

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

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

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my

aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

“EMERGE” a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the “corporate world”. This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is “Project Based Learning” (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar Trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

TRAVEL, ACCOMMODATION, FOOD & OTHER MISCELLANEOUS EXPENSES

Travel

- i. You would be entitled for INR 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount. **You are not required to raise any claims towards reimbursements of travel expenses post joining as this lump sum amount will be paid in your first month's stipend.**
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for INR 400 per day for 8 days (total amount of INR 3200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following: Settlement and

Miscellaneous Expenses: INR 1200 per day for 7 days (total amount of INR 8400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro > myPolicies > Common Policies across Countries > myTravel > Global Relocation Policy.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

v. You cannot book initial stay accommodation through the Wipro Hospitality team at hospitality.accommodation@wipro.com and reimburse the same.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : [JAVA-J2EE](#)

Location Preferences 1 : [Hyderabad](#)

Skill Preferences 2 : [DAAI - Intelligent Data Platform \(IDP\)](#)

Location Preferences 2 : [Bangalore](#)

Skill Preferences 3 : [ORACLE](#)

Location Preferences 3 : [Chennai](#)

Accept Decline

Signature [Tulasi Dalli 27/1/2023 6:17 PM](#)

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

26177450



February 27, 2023

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Premchand Parimi,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M.Tech degree from one of the premier engineering institution/university in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen", written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

TERMS & CONDITIONS OF SCHOLARSHIP

1. Profile:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to

participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M.Tech degree from one of the premier engineering Institution/university** upon successful completion of the course.

2. Duration:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment Details:

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.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium/cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **INR 14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of **INR 2,00,000/-** per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available in myPolicies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First Year	15,000	488	15,488/- (*)
Second Year	17,000	553	17,553/- (*)
Third Year	19,000	618	19,618/- (*)
Fourth Year	23,000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Employees with a fixed salary of less than INR 21,000 per month are covered under ESI. ESI is a comprehensive social security program in the event of medical contingencies, such as sickness, maternity, death or disablement due to employment injury and occupational disease. This scheme provides access to medical treatment, medical facilities, cash compensation and other support for insured persons

Your fourth-year scholarship will continue until completion of your M.Tech program. You will be enrolled into the academic program within 12 months from the date of joining.

You shall be eligible to receive a onetime "joining bonus" of **INR 75,000** after you join Wipro along with your first month scholarship. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the Scholar Trainee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of **INR 1,250/-** will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

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- i. This letter of enrolment is subject to the execution of a Training Agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training Agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of **INR 75,000/-(Rupees Seventy five thousand only)** will have to be paid by you as detailed in the Training Agreement.

6. Project Readiness Program (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic Study:

- i. You will be enrolled for M.Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar Trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work/dissertation in your final semester (8th semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- viii. Each course has multiple evaluation components. This includes (but not limited to) an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 8:30am to 6:00pm. However, this is subjected to change based on business needs.
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar Trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
- xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medical/on the job training/late coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar Trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments/quiz/examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
- xviii. Any Scholar Trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar Trainee's CGPA is less than 5.5, the Scholar Trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar Trainee with an E grade in any course will not be permitted to register for the Dissertation
- xxi. Project/Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- xxiii. Study regulations mentioned in section v to xxii are subjected to change as per the norms of the participating University and the decision of the University/WILP Team/Wipro is final and binding.
- xxiv. WILP Scholar Trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

- xxv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team/ faculty/University would be final and binding.
- xxvi. Breach of integrity will be dealt with sternly. Such Scholar Trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvii. On successful completion of the study, you will be eligible to receive the M.Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxviii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M.Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation/university norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head/Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon/withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head/Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head/Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated/modified on a periodic basis and new policies may be introduced and notified to Scholar Trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP/Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

- i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. Additionally, during this study period, you may be assigned/allocated to projects (billable/support roles) of any Technology/Client as per Organizational requirement. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by

you even after cancellation of your enrolment for whatever reasons as the case may be.

- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training Agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iii. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays and in any shifts during the day, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- iv. The university will plan contact classes in multiple formats to suit the project work situations and university guidelines such as contact classes in ILT (Instructor Led Training) and/or VILT (Virtual Instructor Led Training) and Self-Directed/Recorded lecture sessions.

16. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar Trainee on successful and satisfactory completion of the academic study.

18. Work Allocation for on the Job Training:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your enrolment or other disciplinary action.

19. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Tulasi Dalli, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

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

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

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my

aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar Trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

TRAVEL, ACCOMMODATION, FOOD & OTHER MISCELLANEOUS EXPENSES

Travel

- i. You would be entitled for INR 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount. **You are not required to raise any claims towards reimbursements of travel expenses post joining as this lump sum amount will be paid in your first month's stipend.**
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for INR 400 per day for 8 days (total amount of INR 3200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following: Settlement and

Miscellaneous Expenses: INR 1200 per day for 7 days (total amount of INR 8400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro > myPolicies > Common Policies across Countries > myTravel > Global Relocation Policy.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

v. You cannot book initial stay accommodation through the Wipro Hospitality team at hospitality.accommodation@wipro.com and reimburse the same.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : [JAVA-J2EE](#)

Location Preferences 1 : [Hyderabad](#)

Skill Preferences 2 : [DAAI - Intelligent Data Platform \(IDP\)](#)

Location Preferences 2 : [Bangalore](#)

Skill Preferences 3 : [ORACLE](#)

Location Preferences 3 : [Chennai](#)

Accept Decline

Signature Premchand Parimi 27/02/2023 09:34 AM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T : +91 (80) 2844 0011

Doddakannelli F : +91 (80) 2844 0054

Sarjapur Road E : info@wipro.com

Bengaluru 560 035 W : wipro.com

India C : L32102KA1945PLC020800



February 27, 2023

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear LAKSHMI TULASI GORIPARTHI,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M.Tech degree from one of the premier engineering institution/university in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Aparna Shailen", written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

TERMS & CONDITIONS OF SCHOLARSHIP

1. Profile:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to

participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M.Tech degree from one of the premier engineering Institution/university** upon successful completion of the course.

2. Duration:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment Details:

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.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium/cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **INR 14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of **INR 2,00,000/-** per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available in myPolicies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First Year	15,000	488	15,488/- (*)
Second Year	17,000	553	17,553/- (*)
Third Year	19,000	618	19,618/- (*)
Fourth Year	23,000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Employees with a fixed salary of less than INR 21,000 per month are covered under ESI. ESI is a comprehensive social security program in the event of medical contingencies, such as sickness, maternity, death or disablement due to employment injury and occupational disease. This scheme provides access to medical treatment, medical facilities, cash compensation and other support for insured persons

Your fourth-year scholarship will continue until completion of your M.Tech program. You will be enrolled into the academic program within 12 months from the date of joining.

You shall be eligible to receive a onetime "joining bonus" of **INR 75,000** after you join Wipro along with your first month scholarship. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the Scholar Trainee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of **INR 1,250/-** will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a Training Agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training Agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of **INR 75,000/-(Rupees Seventy five thousand only)** will have to be paid by you as detailed in the Training Agreement.

6. Project Readiness Program (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic Study:

- i. You will be enrolled for M.Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar Trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work/dissertation in your final semester (8th semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- viii. Each course has multiple evaluation components. This includes (but not limited to) an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 8:30am to 6:00pm. However, this is subjected to change based on business needs.
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar Trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
- xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medical/on the job training/late coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar Trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments/quiz/examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
- xviii. Any Scholar Trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar Trainee's CGPA is less than 5.5, the Scholar Trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar Trainee with an E grade in any course will not be permitted to register for the Dissertation
- xxi. Project/Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- xxiii. Study regulations mentioned in section v to xxii are subjected to change as per the norms of the participating University and the decision of the University/WILP Team/Wipro is final and binding.
- xxiv. WILP Scholar Trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

- xxv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team/ faculty/University would be final and binding.
- xxvi. Breach of integrity will be dealt with sternly. Such Scholar Trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvii. On successful completion of the study, you will be eligible to receive the M.Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxviii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M.Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation/university norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head/Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon/withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head/Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head/Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated/modified on a periodic basis and new policies may be introduced and notified to Scholar Trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP/Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

- i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. Additionally, during this study period, you may be assigned/allocated to projects (billable/support roles) of any Technology/Client as per Organizational requirement. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by

you even after cancellation of your enrolment for whatever reasons as the case may be.

- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training Agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iii. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays and in any shifts during the day, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- iv. The university will plan contact classes in multiple formats to suit the project work situations and university guidelines such as contact classes in ILT (Instructor Led Training) and/or VILT (Virtual Instructor Led Training) and Self-Directed/Recorded lecture sessions.

16. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar Trainee on successful and satisfactory completion of the academic study.

18. Work Allocation for on the Job Training:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your enrolment or other disciplinary action.

19. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Tulasi Dalli, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

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

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

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my

aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar Trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

TRAVEL, ACCOMMODATION, FOOD & OTHER MISCELLANEOUS EXPENSES

Travel

- i. You would be entitled for INR 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount. **You are not required to raise any claims towards reimbursements of travel expenses post joining as this lump sum amount will be paid in your first month's stipend.**
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for INR 400 per day for 8 days (total amount of INR 3200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following: Settlement and

Miscellaneous Expenses: INR 1200 per day for 7 days (total amount of INR 8400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

- iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro > myPolicies > Common Policies across Countries > myTravel > Global Relocation Policy.
- iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.
- v. You cannot book initial stay accommodation through the Wipro Hospitality team at hospitality.accommodation@wipro.com and reimburse the same.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : [JAVA-J2EE](#)

Skill Preferences 2 : [DAAI - Intelligent Data Platform \(IDP\)](#)

Skill Preferences 3 : [ORACLE](#)

Location Preferences 1 : [Hyderabad](#)

Location Preferences 2 : [Bangalore](#)

Location Preferences 3 : [Chennai](#)

Accept Decline

Signature [LAKSHMI TULASI GORIPARTHI](#) 27/02/2023 09:32 AM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T : +91 (80) 2844 0011

Doddakannelli F : +91 (80) 2844 0054

Sarjapur Road E : info@wipro.com

Bengaluru 560 035 W : wipro.com

India C : L32102KA1945PLC020800



PINKMOON TECHNOLOGIES

IT training, IT consulting, Software Development

Dt: 05-05-2023

To,

The principal,

AG & SG Siddartha Degree College, Vuyyuru.

We are pleased to announce that following students are selected for our organization from AG & SG college campus drive.

Company offered a role as a software developer for initial 12 months with 3 LPA CTC.

We have released detailed offer letter to everyone. Their joining date would be starting from July 01, 2023.

Candidates List: -

1.V. Siva Sai Karthik

2.M. Lakshmikanth

3.B. Govinda Kalyan

We wish all the very best for their future endeavors.

M. Chaudhri

HR Manager,

PINKMOON Technologies private Limited



+91 832 834 5979
+91 950 214 2600



info@pinkmoontech.com



40-25-1, Patamata Lanka, Vijayawada,
Andhra Pradesh, INDIA 520010



Offer: Computer Consultancy
Ref: TCSL/DT20223502662/Hyderabad
Date: 23/05/2023

Ms. Pavani Tadikonda
8.179Bhadrirajupallem,Ramalyam Opp,
Frent Road,3rd House,
Vuyyuru-521163,
Andhra Pradesh.
Tel# 91-8639997974

Dear Pavani Tadikonda,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential
TCSL/DT20223502662

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹3,180/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,500/-. This payout is subject to review basis your own ongoing individual performance.



OTHER BENEFITS

1. Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the Company's Health Insurance Scheme (HIS).

Entitlement - Under this scheme, you and your enrolled dependents will be entitled for ₹5,00,000/- as a family cover under the default HIS plan towards hospitalization expenses.

Premium rates and contribution will be applicable as per the TCS Health Insurance Policy and the amendment made therein from time to time. You have the flexibility to choose a plan which is higher than the default HIS plan during the permitted window, by paying the applicable additional premium plus taxes.

*Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail.

2. Compensation Benefits under ESI Act/Employees' Compensation Act*:

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

If you are out of the purview of ESI Act, you will be eligible for compensation benefit in the event of disablement arising out of and in the course of employment as per applicable Company policy. In the event of death arising out of and in the course of employment, your beneficiary will be eligible for compensation as per the Company's policy. For more details on this, refer TCS India policy - Afterlife Benefits and TCS India policy - Health Insurance after joining the organization.

* inclusion or exclusion of an employee under 'Employee State Insurance Corporation' is as defined as per the ESI Act

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year

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TCSL/DT20223502662

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Professional Memberships

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

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

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

2. Training Period

You will be required to undergo class room and on the job training in the first twelve



months (including the TCS Xperience Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

3. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

4. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

5. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

6. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

7. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.



8. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

9. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.



This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.



17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :



- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.



23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface



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

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xperience Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Pavani Tadikonda
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
TOTAL GROSS	15,129	1,90,926

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

##Contribution towards Employees' State Insurance borne by TCS.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
GROSS BOUQUET OF BENEFITS	4,343	52,110



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT II) BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block C & D, Sector 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



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ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Ms. Shaik Shafi

Date: 20-02-2023

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **“Faculty - Communicative English”** under ILM'S Educate India Internship programme for the academic year June / July / August 2023 to February / March / April 2024 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training, subsequent roles and responsibilities as a Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary online / physical training for a period of minimum 4-6 weeks in Bangalore during April / May / June 2023. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



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b) Academic and Career Growth:

- 1) **ILM'S INTERNSHIP PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) You shall conduct the classes in your designated school in physical mode or online mode or both if required depending on the situation. You will be duly intimated and authorised by ILM in writing, regarding the same.
- 3) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM (Faculty), the following is the career growth path in ILM:**

Senior Faculty → Lead Faculty → Trainee Team Leader → Team Leader → Zone Head → Regional Head

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.



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Financial Growth

Part - 1

1. You will be paid ₹ 21,000/- (Rupees Twenty One Thousand only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)
2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed, if you are posted outside your home town.
3. Travelling allowance (wherever applicable as per ILM'S policy) will be given for those candidates who get placed outside their home state. (Candidates can also opt to stay on their own at their own cost)
4. A) In case of Covid or Covid type of situation or for any other reasons the school temporarily closes or stops ILM'S Classes and restarts, the duration of those days is called as WAITING BENCH PERIOD with LOP.

B) In case of Covid or Covid type of situation or for any other reasons the school closes or stops ILM'S Classes or ILM stops the classes then ILM will relieve you by paying seven working days' notice pay from the closing date.

5. This CTC may be revised / rearranged at any time based on any changes in the applicable laws.

Part - 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ₹ 500/- per month to ₹ 2,000/- per month or as decided by ILM.



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2. **Additional Mandatory Incentives:** If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ₹ 2,000/- per month to ₹ 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an employment contract to work as a faculty with us for at least one academic year (8 to 9 Months). After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You will be required to work as per the ILM'S employment contract's terms and conditions and/or ILM'S service rules during your employment with us.
3. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
4. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North Indian states based on your performance during the training.
5. **After the preliminary training if you do not report for your assignment, you will have to pay us One month's CTC plus applicable taxes if any, towards notice pay recovery. In case if you discontinue during the preliminary training notice pay recovery amount will be on a pro rata basis depending on the number of days you attend the training.**



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You are required to send us your acceptance letter of the above terms and conditions on or before **31-03-2023** along with following documents: -

1. Your recent passport size photograph (2 nos).
2. Aadhaar Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.
6. Covid Fully Vaccination Certificate.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080 - 42181313 / 26606816 / 26606846**.

Note: Even though the last date for acceptance is set as **31-03-2023**, you are advised to send your acceptance letter as soon as possible. **ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.**

With Best Wishes

Ghouse Pasha
HRD - Recruitment and Operations



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Annexure - 1			
CTC Breakup Per Month			
CTC	₹ 21,000		
		Deductions	
		Professional Tax	₹ 200
		ESI Contribution	₹ 130
		PF Contribution (Savings)	₹ 1,800
Breakup of the Compensation			
Basic + VDA	₹ 16,261		
Special Allowance	₹ 946		
Performance Based Incentives *	₹ 0		
Gross Earnings (1)	₹ 17,207		
		ILM's Contribution	
		ESI Contribution	₹ 560
		PF Contribution (Savings)	₹ 1,800
		Bonus (will be paid in / after April)	₹ 1,433
		Total (2)	₹ 3,793
Take Home	₹ 15,077	Total CTC (1) + (2)	₹ 21,000
Note:			
1. You will be provided free standard outstation accommodation at your place of posting.			
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).			
3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 2000/- per month)			
4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month)			

ILM/F/023/1.0



**Annexure – 3
Medical Certificate**

Format No: ILM/F/027/1.0
DATE : 31.10.2014
PAGE : 1 of 1

INSTITUTE OF LANGUAGE MANAGEMENT (P) LTD.,
CIN: U22110KA2002PTC031097
CERTIFICATE OF MEDICAL FITNESS
(TO BE SENT ALONG WITH THE ACCEPTANCE LETTER)

To be obtained only from Gazetted Government Medical officer / Medical Officer of a Government Undertaking / private medical practitioners.

Name: _____
(In Block Letters)

Father's Name: _____

Blood group/Anemic (Blood Count): _____

Height: _____ Weight: _____

Vision: L: _____ R: _____

Colour Vision: _____

Hearing: _____

Hernia/Hydrocele/Piles: _____

Any other disease diagnosed in past: _____

Allergies, if any _____

List of prescribed medication, if any.....

1. _____

2. _____

3. _____

Any other Remarks: _____

I certify that I have carefully examined of Mr. / Ms. _____
son/daughter of Mr. _____ who has signed in my
presence. He/she has no mental and physical disease and is FIT.

Signature of the candidate

Station: _____

Date: _____

Signature of the Medical Officer

with legible seal.

Letter of Acceptance
To be sent by Registered Post Only

From,

Date:

Pin code:

Ref Code: ILM / CI / 2023 - 2024 / _____



To,
The Director
Institute of Language Management (P) Ltd.,
48, 49, 50, III Floor, "Ashok Plaza",
Gandhi Bazaar Main Road,
Basavanagudi, Bangalore - 560 004.

Respected Sir,

Sub: Letter of Acceptance.

Ref: Your offer letter with Ref code ILM / CI / 2023 - 2024 / _____ dated _____

Further to your offer letter selecting me for the post of Professional Faculty - Communicative English, I have read and understood the rules and regulations of the terms of appointment. I am willing to abide by the rules and regulations of ILM. I hereby accept this offer.

I am enclosing the following Documents:

Documents	Yes	No
1. Your recent passport size photograph (2 nos).		
2. Aadhaar Card copy.		
3. Verification Form (Annexure-2).		
4. Medical Certificate (Annexure-3).		
5. PAN card copy		
6. Covid Fully Vaccination Certificate		

Yours faithfully,

Signature of the Applicant

ILM/F/020/1.0



Ref Code: ILM / CI / 2023-2024 / 368

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Ms. Jahnvi Gangireddy

Date: 20-02-2023

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **“Faculty - Communicative English”** under ILM'S Educate India Internship programme for the academic year June / July / August 2023 to February / March / April 2024 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training, subsequent roles and responsibilities as a Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary online / physical training for a period of minimum 4-6 weeks in Bangalore during April / May / June 2023. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



Ref Code: ILM/CI/2023-2024/367

b) Academic and Career Growth:

- 1) **ILM'S INTERNSHIP PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) You shall conduct the classes in your designated school in physical mode or online mode or both if required depending on the situation. You will be duly intimated and authorised by ILM in writing, regarding the same.
- 3) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM (Faculty), the following is the career growth path in ILM:**

Senior Faculty → Lead Faculty → Trainee Team Leader → Team Leader → Zone Head → Regional Head

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.



Ref Code: ILM/CI/2023-2024/367

Financial Growth

Part - 1

1. You will be paid ₹ 21,000/- (Rupees Twenty One Thousand only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)
2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed, if you are posted outside your home town.
3. Travelling allowance (wherever applicable as per ILM'S policy) will be given for those candidates who get placed outside their home state. (Candidates can also opt to stay on their own at their own cost)
4. A) In case of Covid or Covid type of situation or for any other reasons the school temporarily closes or stops ILM'S Classes and restarts, the duration of those days is called as WAITING BENCH PERIOD with LOP.

B) In case of Covid or Covid type of situation or for any other reasons the school closes or stops ILM'S Classes or ILM stops the classes then ILM will relieve you by paying seven working days' notice pay from the closing date.

5. This CTC may be revised / rearranged at any time based on any changes in the applicable laws.

Part - 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ₹ 500/- per month to ₹ 2,000/- per month or as decided by ILM.



Ref Code: ILM/CI/2023-2024/367

2. **Additional Mandatory Incentives:** If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ₹ 2,000/- per month to ₹ 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an employment contract to work as a faculty with us for at least one academic year (8 to 9 Months). After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You will be required to work as per the ILM'S employment contract's terms and conditions and/or ILM'S service rules during your employment with us.
3. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
4. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North Indian states based on your performance during the training.
5. **After the preliminary training if you do not report for your assignment, you will have to pay us One month's CTC plus applicable taxes if any, towards notice pay recovery. In case if you discontinue during the preliminary training notice pay recovery amount will be on a pro rata basis depending on the number of days you attend the training.**



Ref Code: ILM/CI/2023-2024/367

You are required to send us your acceptance letter of the above terms and conditions on or before **31-03-2023** along with following documents: -

1. Your recent passport size photograph (2 nos).
2. Aadhaar Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.
6. Covid Fully Vaccination Certificate.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080 - 42181313 / 26606816 / 26606846**.

Note: Even though the last date for acceptance is set as **31-03-2023**, you are advised to send your acceptance letter as soon as possible. **ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.**

With Best Wishes

Ghouse Pasha
HRD - Recruitment and Operations



Ref Code: ILM/CI/2023-2024/367

Annexure - 1			
CTC Breakup Per Month			
CTC	₹ 21,000		
		Deductions	
		Professional Tax	₹ 200
		ESI Contribution	₹ 130
		PF Contribution (Savings)	₹ 1,800
Breakup of the Compensation			
Basic + VDA	₹ 16,261		
Special Allowance	₹ 946		
Performance Based Incentives *	₹ 0		
Gross Earnings (1)	₹ 17,207		
		ILM's Contribution	
		ESI Contribution	₹ 560
		PF Contribution (Savings)	₹ 1,800
		Bonus (will be paid in / after April)	₹ 1,433
		Total (2)	₹ 3,793
Take Home	₹ 15,077	Total CTC (1) + (2)	₹ 21,000
Note:			
1. You will be provided free standard outstation accommodation at your place of posting.			
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).			
3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 2000/- per month)			
4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month)			

ILM/F/023/1.0

ILM/CI/EML/23-24/003/ 1.1

Page 6 of 6



**Annexure – 3
Medical Certificate**

Format No: ILM/F/027/1.0
DATE : 31.10.2014
PAGE : 1 of 1

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CIN: U22110KA2002PTC031097
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(TO BE SENT ALONG WITH THE ACCEPTANCE LETTER)

To be obtained only from Gazetted Government Medical officer / Medical Officer of a Government Undertaking / private medical practitioners.

Name: _____
(In Block Letters)

Father's Name: _____

Blood group/Anemic (Blood Count): _____

Height: _____ Weight: _____

Vision: L: _____ R: _____

Colour Vision: _____

Hearing: _____

Hernia/Hydrocele/Piles: _____

Any other disease diagnosed in past: _____

Allergies, if any _____

List of prescribed medication, if any.....

1. _____

2. _____

3. _____

Any other Remarks: _____

I certify that I have carefully examined of Mr. / Ms. _____
son/daughter of Mr. _____ who has signed in my
presence. He/she has no mental and physical disease and is FIT.

Signature of the candidate

Station: _____

Date: _____

Signature of the Medical Officer

with legible seal.

Letter of Acceptance
To be sent by Registered Post Only

From,

Date:

Pin code:

Ref Code: ILM / CI / 2023 - 2024 / _____



To,
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Gandhi Bazaar Main Road,
Basavanagudi, Bangalore - 560 004.

Respected Sir,

Sub: Letter of Acceptance.

Ref: Your offer letter with Ref code ILM / CI / 2023 - 2024 / _____ dated _____

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Yours faithfully,

Signature of the Applicant

ILM/F/020/1.0



Ref Code: ILM / CI / 2023-2024 / 369

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Ms. Veeramma Arilli

Date: 20-02-2023

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **“Faculty - Communicative English”** under ILM'S Educate India Internship programme for the academic year June / July / August 2023 to February / March / April 2024 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training, subsequent roles and responsibilities as a Faculty / Employee of ILM.

Professional Growth

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- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



Ref Code: ILM/CI/2023-2024/367

b) Academic and Career Growth:

- 1) **ILM'S INTERNSHIP PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.
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Ref Code: ILM/CI/2023-2024/367

Financial Growth

Part - 1

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1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ₹ 500/- per month to ₹ 2,000/- per month or as decided by ILM.



Ref Code: ILM/CI/2023-2024/367

2. **Additional Mandatory Incentives:** If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ₹ 2,000/- per month to ₹ 3,000/- per month or as decided by ILM depending upon the state you are posted to.

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Ref Code: ILM/CI/2023-2024/367

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With Best Wishes

Ghouse Pasha
HRD - Recruitment and Operations



Ref Code: ILM/CI/2023-2024/367

Annexure - 1			
CTC Breakup Per Month			
CTC	₹ 21,000		
		Deductions	
		Professional Tax	₹ 200
		ESI Contribution	₹ 130
		PF Contribution (Savings)	₹ 1,800
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Special Allowance	₹ 946	PF Contribution (Savings)	₹ 1,800
Performance Based Incentives *	₹ 0	Bonus (will be paid in / after April)	₹ 1,433
Gross Earnings (1)	₹ 17,207	Total (2)	₹ 3,793
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Note:			
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ILM/F/023/1.0



**Annexure – 3
Medical Certificate**

Format No: ILM/F/027/1.0
DATE : 31.10.2014
PAGE : 1 of 1

INSTITUTE OF LANGUAGE MANAGEMENT (P) LTD.,
CIN: U22110KA2002PTC031097
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(TO BE SENT ALONG WITH THE ACCEPTANCE LETTER)

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Any other disease diagnosed in past: _____

Allergies, if any _____

List of prescribed medication, if any.....

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Any other Remarks: _____

I certify that I have carefully examined of Mr. / Ms. _____
son/daughter of Mr. _____ who has signed in my
presence. He/she has no mental and physical disease and is FIT.

Signature of the candidate

Station: _____

Date: _____

Signature of the Medical Officer

with legible seal.

Letter of Acceptance
To be sent by Registered Post Only

From,

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Pin code:

Ref Code: ILM / CI / 2023 - 2024 / _____



To,
The Director
Institute of Language Management (P) Ltd.,
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Respected Sir,

Sub: Letter of Acceptance.

Ref: Your offer letter with Ref code ILM / CI / 2023 - 2024 / _____ dated _____

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Yours faithfully,

Signature of the Applicant

ILM/F/020/1.0



Ref Code: ILM / CI / 2023-2024 / 370

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Ms. Tejaswi Mareedu

Date: 20-02-2023

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **“Faculty - Communicative English”** under ILM'S Educate India Internship programme for the academic year June / July / August 2023 to February / March / April 2024 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training, subsequent roles and responsibilities as a Faculty / Employee of ILM.

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Ref Code: ILM/CI/2023-2024/367

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- 1) **ILM'S INTERNSHIP PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.
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Financial Growth

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Ref Code: ILM/CI/2023-2024/367

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Gross Earnings (1)	₹ 17,207		
		ILM's Contribution	
		ESI Contribution	₹ 560
		PF Contribution (Savings)	₹ 1,800
		Bonus (will be paid in / after April)	₹ 1,433
		Total (2)	₹ 3,793
Take Home	₹ 15,077	Total CTC (1) + (2)	₹ 21,000
Note:			
1. You will be provided free standard outstation accommodation at your place of posting.			
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).			
3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 2000/- per month)			
4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month)			

ILM/F/023/1.0

ILM/CI/EML/23-24/003/ 1.1

Page 6 of 6



**Annexure – 3
Medical Certificate**

Format No: ILM/F/027/1.0
DATE : 31.10.2014
PAGE : 1 of 1

INSTITUTE OF LANGUAGE MANAGEMENT (P) LTD.,
CIN: U22110KA2002PTC031097
CERTIFICATE OF MEDICAL FITNESS
(TO BE SENT ALONG WITH THE ACCEPTANCE LETTER)

To be obtained only from Gazetted Government Medical officer / Medical Officer of a Government Undertaking / private medical practitioners.

Name: _____
(In Block Letters)

Father's Name: _____

Blood group/Anemic (Blood Count): _____

Height: _____ Weight: _____

Vision: L: _____ R: _____

Colour Vision: _____

Hearing: _____

Hernia/Hydrocele/Piles: _____

Any other disease diagnosed in past: _____

Allergies, if any _____

List of prescribed medication, if any.....

1. _____

2. _____

3. _____

Any other Remarks: _____

I certify that I have carefully examined of Mr. / Ms. _____
son/daughter of Mr. _____ who has signed in my
presence. He/she has no mental and physical disease and is FIT.

Signature of the candidate

Station: _____

Date: _____

Signature of the Medical Officer

with legible seal.

Letter of Acceptance
To be sent by Registered Post Only

From,

Date:

Pin code:

Ref Code: ILM / CI / 2023 - 2024 / _____



To,
The Director
Institute of Language Management (P) Ltd.,
48, 49, 50, III Floor, "Ashok Plaza",
Gandhi Bazaar Main Road,
Basavanagudi, Bangalore - 560 004.

Respected Sir,

Sub: Letter of Acceptance.

Ref: Your offer letter with Ref code ILM / CI / 2023 - 2024 / _____ dated _____

Further to your offer letter selecting me for the post of Professional Faculty - Communicative English, I have read and understood the rules and regulations of the terms of appointment. I am willing to abide by the rules and regulations of ILM. I hereby accept this offer.

I am enclosing the following Documents:

Documents	Yes	No
1. Your recent passport size photograph (2 nos).		
2. Aadhaar Card copy.		
3. Verification Form (Annexure-2).		
4. Medical Certificate (Annexure-3).		
5. PAN card copy		
6. Covid Fully Vaccination Certificate		

Yours faithfully,

Signature of the Applicant

ILM/F/020/1.0



Ref Code: ILM / CI / 2023-2024 / 371

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Ms. Mohammad Shahida Mansuri

Date: 20-02-2023

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a **“Faculty - Communicative English”** under ILM'S Educate India Internship programme for the academic year June / July / August 2023 to February / March / April 2024 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training, subsequent roles and responsibilities as a Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary online / physical training for a period of minimum 4-6 weeks in Bangalore during April / May / June 2023. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., **(Candidates can also opt to stay on their own during the training at their own cost).**
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.



Ref Code: ILM/CI/2023-2024/367

b) Academic and Career Growth:

- 1) **ILM'S INTERNSHIP PROGRAM:** During the term of your assignment, to enhance your language skills and academic credentials, ILM will train you in becoming a professional Language Trainer. You can look at your career in ILM from a short-term (one academic year) to a long-term growth perspective. A short term association with us helps you in acquiring the confidence to communicate in English with ease in any place and gives you an edge over others. If your intent is a long term career, you can look at a professionally and financially satisfying career growth with us, too.
- 2) You shall conduct the classes in your designated school in physical mode or online mode or both if required depending on the situation. You will be duly intimated and authorised by ILM in writing, regarding the same.
- 3) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM (Faculty), the following is the career growth path in ILM:**

Senior Faculty → Lead Faculty → Trainee Team Leader → Team Leader → Zone Head → Regional Head

Personal Growth

We train you in life skills and not just for a job. One academic year's stint with ILM will transform your personality and give you that cutting and competitive edge over others wherever you go. You will find a huge transformation in your communication skills, confidence, attitude, approach, personality and professional outlook. While people pay huge sum of money for a course in Communication Skills and Personality Development, you acquire these attributes through us and also get paid, while learning it.



Ref Code: ILM/CI/2023-2024/367

Financial Growth

Part - 1

1. You will be paid ₹ 21,000/- (Rupees Twenty One Thousand only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)
2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed, if you are posted outside your home town.
3. Travelling allowance (wherever applicable as per ILM'S policy) will be given for those candidates who get placed outside their home state. (Candidates can also opt to stay on their own at their own cost)
4. A) In case of Covid or Covid type of situation or for any other reasons the school temporarily closes or stops ILM'S Classes and restarts, the duration of those days is called as WAITING BENCH PERIOD with LOP.

B) In case of Covid or Covid type of situation or for any other reasons the school closes or stops ILM'S Classes or ILM stops the classes then ILM will relieve you by paying seven working days' notice pay from the closing date.

5. This CTC may be revised / rearranged at any time based on any changes in the applicable laws.

Part - 2

1. Performance Based Incentives: Performance based incentives are variable components which you can earn every month based on your performance. The amount can vary from ₹ 500/- per month to ₹ 2,000/- per month or as decided by ILM.



Ref Code: ILM/CI/2023-2024/367

2. **Additional Mandatory Incentives:** If you get short listed and are willing to work in ILM'S notified North Indian states, an Additional Mandatory Incentive will be paid. You can earn from ₹ 2,000/- per month to ₹ 3,000/- per month or as decided by ILM depending upon the state you are posted to.

Our Requirements

1. During the preliminary training you will be required to sign an employment contract to work as a faculty with us for at least one academic year (8 to 9 Months). After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You will be required to work as per the ILM'S employment contract's terms and conditions and/or ILM'S service rules during your employment with us.
3. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
4. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North Indian states based on your performance during the training.
5. **After the preliminary training if you do not report for your assignment, you will have to pay us One month's CTC plus applicable taxes if any, towards notice pay recovery. In case if you discontinue during the preliminary training notice pay recovery amount will be on a pro rata basis depending on the number of days you attend the training.**



Ref Code: ILM/CI/2023-2024/367

You are required to send us your acceptance letter of the above terms and conditions on or before **31-03-2023** along with following documents: -

1. Your recent passport size photograph (2 nos).
2. Aadhaar Card copy.
3. Verification Form (Annexure-2).
4. Medical Certificate (Annexure-3).
5. PAN card copy.
6. Covid Fully Vaccination Certificate.

The date of the preliminary training will be intimated to you once we receive your acceptance letter. For any further clarifications you can talk to our **HR-Dept** on **080 - 42181313 / 26606816 / 26606846**.

Note: Even though the last date for acceptance is set as **31-03-2023**, you are advised to send your acceptance letter as soon as possible. **ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.**

With Best Wishes

Ghouse Pasha
HRD - Recruitment and Operations



Ref Code: ILM/CI/2023-2024/367

Annexure - 1			
CTC Breakup Per Month			
CTC	₹ 21,000		
		Deductions	
		Professional Tax	₹ 200
		ESI Contribution	₹ 130
		PF Contribution (Savings)	₹ 1,800
Breakup of the Compensation			
Basic + VDA	₹ 16,261		
Special Allowance	₹ 946		
Performance Based Incentives *	₹ 0		
Gross Earnings (1)	₹ 17,207		
		ILM's Contribution	
		ESI Contribution	₹ 560
		PF Contribution (Savings)	₹ 1,800
		Bonus (will be paid in / after April)	₹ 1,433
		Total (2)	₹ 3,793
Take Home	₹ 15,077	Total CTC (1) + (2)	₹ 21,000
Note:			
1. You will be provided free standard outstation accommodation at your place of posting.			
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).			
3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 2000/- per month)			
4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month)			

ILM/F/023/1.0

ILM/CI/EML/23-24/003/ 1.1

Page 6 of 6



**Annexure – 3
Medical Certificate**

Format No: ILM/F/027/1.0
DATE : 31.10.2014
PAGE : 1 of 1

INSTITUTE OF LANGUAGE MANAGEMENT (P) LTD.,
CIN: U22110KA2002PTC031097
CERTIFICATE OF MEDICAL FITNESS
(TO BE SENT ALONG WITH THE ACCEPTANCE LETTER)

To be obtained only from Gazetted Government Medical officer / Medical Officer of a Government Undertaking / private medical practitioners.

Name: _____
(In Block Letters)

Father's Name: _____

Blood group/Anemic (Blood Count): _____

Height: _____ Weight: _____

Vision: L: _____ R: _____

Colour Vision: _____

Hearing: _____

Hernia/Hydrocele/Piles: _____

Any other disease diagnosed in past: _____

Allergies, if any _____

List of prescribed medication, if any.....

1. _____

2. _____

3. _____

Any other Remarks: _____

I certify that I have carefully examined of Mr. / Ms. _____
son/daughter of Mr. _____ who has signed in my
presence. He/she has no mental and physical disease and is FIT.

Signature of the candidate

Station: _____

Date: _____

Signature of the Medical Officer

with legible seal.

Letter of Acceptance
To be sent by Registered Post Only

From,

Date:

Pin code:

Ref Code: ILM / CI / 2023 - 2024 / _____



To,
The Director
Institute of Language Management (P) Ltd.,
48, 49, 50, III Floor, "Ashok Plaza",
Gandhi Bazaar Main Road,
Basavanagudi, Bangalore - 560 004.

Respected Sir,

Sub: Letter of Acceptance.

Ref: Your offer letter with Ref code ILM / CI / 2023 - 2024 / _____ dated _____

Further to your offer letter selecting me for the post of Professional Faculty - Communicative English, I have read and understood the rules and regulations of the terms of appointment. I am willing to abide by the rules and regulations of ILM. I hereby accept this offer.

I am enclosing the following Documents:

Documents	Yes	No
1. Your recent passport size photograph (2 nos).		
2. Aadhaar Card copy.		
3. Verification Form (Annexure-2).		
4. Medical Certificate (Annexure-3).		
5. PAN card copy		
6. Covid Fully Vaccination Certificate		

Yours faithfully,

Signature of the Applicant

ILM/F/020/1.0



NICE EDUCATION

(Reg. No. : 55/2011/IV)

For Excellent Expression of Brilliant Young Minds.

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nicenicekerala@gmail.com

Website : www.niceeducation.in

Ref. No: NICE/2022-23 /O. U. G.O.R.

Date : 12-10-22

To

Ms/Mr : ...D. Satya Dev.....: S/O, D/O : D. KRISHNA RAO

Name of the College : ...A. & S. S. SIDDHARTHA DEGREE COLLEGE.....

Place : ...Vuyyuru.....

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2023 -24

CTC Break Up:

(i) Cash In Hand

Salary:17000.....

(RupeesSeventeen thousand rupees.....)

(ii) Other Allowances

HRA: 2000 to 4500/. + HRA Facilities: 2000 to 3000/.

Training & Supervision: 2500 to 4000/.

TOTAL CTC: Cash in Hand + Other allowances

You are requested to join for the training in the month of April or May 2023. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2023 regarding the training.

For Further details: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail with a copy of this offer letter, your contact details to our HR department: dmitnice@gmail.com. before 20th of March 2023

Thanking You

Best Wishes





NICE EDUCATION

For Excellent Education of Brilliant Young Minds...

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpedavil, Kabanigin, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nicekerala@gmail.com

Website : www.niceeducation.in

(Reg. No. : 55/2011/NV)

Ref. No: NICE/2022-23 /O. U/305..

Date : 12-12-22.

To

Ms/Mr : K. Bhargavi : S/O, D/O K. Naga Lakshmi

Name of the College : Ati KSA's SIDDHARTHA DEGREE COLLEGE

Place : Vuyyuru

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2023 -24

CTC Break Up:

(i) Cash In Hand

Salary: 15,000

(Rupees Fifteen thousand rupees)

(ii) Other Allowances

HRA: 2000 to 4500/- + HRA Facilities: 2000 to 3000/-

Training & Supervision: 2500 to 4000/-

TOTAL CTC: Cash in Hand + Other allowances

You are requested to join for the training in the month of April or May 2023. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2023 regarding the training.

For Further details: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail with a copy of this offer letter, your contact details to our HR department: dmitnice@gmail.com, before 20th of March 2023

Thanking You

Best Wishes





NICE EDUCATION

(Reg. No. : 55/2011/RV)

For Excellent Expression of Brilliant Young Minds...

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph : 91-9826269091, 91-9047415416 e-mail : nicekerala@gmail.com

Website : www.niceeducation.in

Ref. No: NICE/2022-23 /O. L. 611....

Date : 12-10-22

To

Ms/Mr : Naseema begum : S/O, D/O Md. Sadik

Name of the College : A.K.S.G.'s Siddhartha Degree College

Place : Vuyyuru

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2023 -24

CTC Break Up:

(i) Cash In Hand

Salary: 15,000

(Rupees Fifteen thousand rupees only)

(ii) Other Allowances

HRA: 2000 to 4500/- + HRA Facilities: 2000 to 3000/-

Training & Supervision: 2500 to 4000/-

TOTAL CTC: Cash in Hand + Other allowances

You are requested to join for the training in the month of April or May 2023. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2023 regarding the training.

For Further details: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail with a copy of this offer letter, your contact details to our HR department: dmitnice@gmail.com, before 20th of March 2023

Thanking You
Best Wishes





NICE EDUCATION

For Excellent Expression of Brilliant Young Minds..

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nicenicekerala@gmail.com

Website : www.niceeducation.in

Reg. No. : 55281180

Ref. No: NICE/2022-23 /O. L./ 613..

Date : 12.10.22

To

Ms/Mr

: B. Chaitanya Reka: S/O, D/O B. Yedukandali

Name of the College

: Dhane Kula Institute of Engineering Technology

Place

: Gangur (Vijayawada)

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2023 -24

CTC Break Up:

(i) Cash In Hand

Salary: 15000/-

(Rupees fifteen Thousand Rupees only)

(ii) Other Allowances

HRA: 2000 to 4500/. + HRA Facilities: 2000 to 3000/.

Training & Supervision: 2500 to 4000/.

TOTAL CTC: Cash in Hand + Other allowances

You are requested to join for the training in the month of April or May 2023. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2023 regarding the training.

For Further details: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail with a copy of this offer letter, your contact details to our HR department: dmitnice@gmail.com, before 20th of March 2023

Thanking You

Best Wishes





NICE EDUCATION

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A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nice@nicekerala@gmail.com

Website : www.niceeducation.in

(Reg. No. : 55/2011/RY)

Ref. No: NICE/2022-23 /O. L/..610..

Date : 12-10-22

To

Ms/Mr : Gajula Lavanya : S/O, D/O Gajula Srinivasa

Name of the College : A.G. & Co's SIDDHARTHA DEGREE COLLEGE

Place : Vuyyuru

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of **Communicative English Trainer** for the academic year 2023 -24

CTC Break Up:

(i) Cash In Hand

Salary: 15,000

(Rupees Fifteen thousand rupees only)

(ii) Other Allowances

HRA: 2000 to 4500/- + HRA Facilities: 2000 to 3000/-

Training & Supervision: 2500 to 4000/-

TOTAL CTC: Cash in Hand + Other allowances

You are requested to join for the training in the month of April or May 2023. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2023 regarding the training.

For Further details: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail with a copy of this offer letter, your contact details to our HR department: dmitnice@gmail.com. before 20th of March 2023

Thanking You
Best Wishes





NICE EDUCATION

For Excellent Expression of Brilliant Young Minds

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nicenicekerala@gmail.com

Website : www.niceeducation.in

Reg. No. : 552811/M

Ref. No: NICE/2022-23 /O. U. G. I. B.

Date : 12-10-22

To

Ms/Mr : N. Pushparsi : S/O, D/O N. V. Pravinachand Rao

Name of the College : A. G. & S. S. SIDDHARTHA DEGREE COLLEGE

Place : Muzhappilly

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2023 -24

CTC Break Up:

(i) Cash In Hand

Salary: 18,000

(Rupees Eighteen thousand rupees only)

(ii) Other Allowances

HRA: 2000 to 4500/. + HRA Facilities: 2000 to 3000/.

Training & Supervision: 2500 to 4000/.

TOTAL CTC: Cash in Hand + Other allowances

You are requested to join for the training in the month of April or May 2023. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2023 regarding the training.

For Further details: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail with a copy of this offer letter, your contact details to our HR department: dmitnice@gmail.com. before 20th of March 2023

Thanking You
Best Wishes





NICE EDUCATION

For Excellent Expression of brilliant Young Minds...

A Venture By: NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigin, Pulpally, Wayanad, Kerala-673579

Ph: 91-9826269091, 91-9047415416 e-mail: nicenicekerala@gmail.com

Website: www.niceeducation.in

Reg. No. - 55281181

Ref. No: NICE/2022-23 /O. L. 615...

Date: 12-10-22

To

Ms/Mr : G. Jahnvi : S/O, D/O G. Abayana Murti

Name of the College : AGV Sg Siddhartha Degree college

Place : Nuyyuru

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2023 -24

CTC Break Up:

(i) Cash In Hand

Salary: 12000/-

(Rupees: Eighteen Thousand rupees only)

(ii) Other Allowances

HRA: 2000 to 4500/. + HRA Facilities: 2000 to 3000/.

Training & Supervision: 2500 to 4000/.

TOTAL CTC: Cash in Hand + Other allowances

You are requested to join for the training in the month of April or May 2023. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2023 regarding the training.

For Further details: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail with a copy of this offer letter, your contact details to our HR department: dmitnice@gmail.com. before 20th of March 2023

Thanking You
Best Wishes





NICE EDUCATION

(Reg. No.: 65/25184)

For Excellent Education of Brilliant Young Minds

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala 673570

Ph : 01-9826260091, 01-9047415416 e-mail : nicekerala@gmail.com

Website : www.niceeducation.in

Ref. No: NICE/2022-23 /O. 1/604..

Date : 12-10-23

To

Ms/Mr : M.D. Shaida Mansuri s/o, D/O A.D. : Yakub.

Name of the College : A.G. & Co.'s SIDDHARTHA DEGREE COLLEGE.....

Place : Vayyuru.....

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2023 -24

CTC Break Up:

(i) Cash In Hand

Salary:

(Rupees)

(ii) Other Allowances

HRA: 2000 to 4500/- + HRA Facilities: 2000 to 3000/-

Training & Supervision: 2500 to 4000/-

TOTAL CTC: Cash in Hand + Other allowances

You are requested to join for the training in the month of April or May 2023. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2023 regarding the training.

For Further details: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail with a copy of this offer letter, your contact details to our HR department: dmnitnice@gmail.com. before 20th of March 2023

Thanking You
Best Wishes





NICE EDUCATION

For Excellent Education of Brilliant Young Minds

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigin, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : niceiniceskerala@gmail.com

Website : www.niceeducation.in

Reg. No. : 55281181

Ref. No: NICE/2022-23 /O. L./ 617

Date : 12/10/2022

To

Ms/Mr : Nafeesunnisa : S/O, D/O Abdul Gaffar

Name of the College : A.G.K.S.G. Siddhartha Degree College, Vayyuru

Place : Vayyuru

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2023 -24

CTC Break Up:

(i) Cash In Hand

Salary: 20,000/-

(Rupees Twenty Thousand rupees only)

(ii) Other Allowances

HRA: 2000 to 4500/- + HRA Facilities: 2000 to 3000/-

Training & Supervision: 2500 to 4000/-

TOTAL CTC: Cash in Hand + Other allowances

You are requested to join for the training in the month of April or May 2023. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2023 regarding the training.

For Further details: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail with a copy of this offer letter, your contact details to our HR department: dmitnice@gmail.com, before 20th of March 2023

Thanking You

Best Wishes





NICE EDUCATION

For Excellent Expression of Brilliant Young Minds..

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nicenicekerala@gmail.com

Website : www.niceeducation.in

Reg. No. : 55/2011(V)

Ref. No: NICE/2022-23 /O. L. 602

Date : 12-10-22

To

Ms/Mr

: Sk. Bilal Ayesha..... S/O, D/O Sk. Ameerulla.

Name of the College

: A.R.S.A.'S SIDDHARTHA DEGREE COLLEGE, Vayyapuram

Place

: Vayyapuram

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of **Communicative English Trainer** for the academic year 2023 -24

CTC Break Up:

(i) Cash In Hand

Salary: 20,000.....

(Rupees Twenty thousand rupees.....)

(ii) Other Allowances

HRA: 2000 to 4500/. + HRA Facilities: 2000 to 3000/.

Training & Supervision: 2500 to 4000/.

TOTAL CTC: Cash in Hand + Other allowances

You are requested to join for the training in the month of April or May 2023. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2023 regarding the training.

For Further details: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

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Thanking You

Best Wishes





NICE EDUCATION

For Excellent Expression of Brilliant Young Minds...

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nicekerala@gmail.com

Website : www.niceeducation.in

Reg. No. - 552811M

Ref. No: NICE/2022-23 /O. L./..G.O.b.

Date : 12-10-22

To

Ms/Mr

: ...P. Sravan Kumar: S/O, D/O ...P. Praveen Kumar

Name of the College :

...A.T. & S.A.'s... SIDDHARTHA... DEGREE.....

Place

: ...Muyyuru.....

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2023 -24

CTC Break Up:

(i) Cash In Hand

Salary:17,000.....

(RupeesFifteen thousand rupees.....
Seventeen)

(ii) Other Allowances

HRA: 2000 to 4500/. + HRA Facilities: 2000 to 3000/.

Training & Supervision: 2500 to 4000/.

TOTAL CTC: Cash in Hand + Other allowances

You are requested to join for the training in the month of April or May 2023. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2023 regarding the training.

For Further details: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail with a copy of this offer letter, your contact details to our HR department: dmitnice@gmail.com. before 20th of March 2023

Thanking You

Best Wishes





NICE EDUCATION

For Excellent Expression of Ardent Young Minds

A Venture By NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnimpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph : 91-9826269091, 91-9047415416 e-mail : nicekerala@gmail.com

Website : www.niceeducation.in

(Reg. No. : 55/2011/IV)

Ref. No: NICE/2022-23 /O. L/..612

Date : 12-10-22

To

Ms/Mr : B. Govinda Kalyan S/O, D/O B. Nagaraju

Name of the College : A.K.S.'s SIDDHARTHA DEGREE COLLEGE Vuyyur

Place : Vuyyur

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2023 -24

CTC Break Up:

(i) Cash In Hand

Salary: 15000

(Rupees Fifteen thousand rupees only)

(ii) Other Allowances

HRA: 2000 to 4500/. + HRA Facilities: 2000 to 3000/.

Training & Supervision: 2500 to 4000/.

TOTAL CTC: Cash in Hand + Other allowances

You are requested to join for the training in the month of April or May 2023. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2023 regarding the training.

For Further details: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail with a copy of this offer letter, your contact details to our HR department: dmtnice@gmail.com before 20th of March 2023

Thanking You
Best Wishes





NICE EDUCATION

For Excellent Expression of Brilliant Young Minds

A Venture By: NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST
 Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579
 Ph.: 91-9826269091, 91-9047415416 e-mail: nicekerala@gmail.com
 Website: www.niceeducation.in

(Reg. No.: 55/2011/W)

Ref. No: NICE/2022-23 /O. L/ 609..

Date: 12.11.22

To

Ms/Mr : M. Tejaswi S/O, D/O M. Shainkaja

Name of the College : A. K. S. S. SIDDHARTHAN DEGREE COLLEGE

Place : Vayyuru

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2023 -24

CTC Break Up:

(i) Cash In Hand

Salary: 16,000

(Rupees Sixteen thousand rupees

(ii) Other Allowances

HRA: 2000 to 4500/. + HRA Facilities: 2000 to 3000/.

Training & Supervision: 2500 to 4000/.

TOTAL CTC: Cash in Hand + Other allowances

You are requested to join for the training in the month of April or May 2023. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2023 regarding the training.

For Further details: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail with a copy of this offer letter, your contact details to our HR department: dmtnice@gmail.com, before 20th of March 2023

Thanking You
 Best Wishes





NICE EDUCATION

For Excellent Expression of Brilliant Young Minds

A Venture By: NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumparavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : niceeducation@gmail.com

Website : www.niceeducation.in

(Reg. No. 56/2011/IV)

Ref. No: NICE/2022-23 /O. L/ 601

Date: 12-11-22

To

Ms/Mr

: Shaik, Shafi S/O, D/O Shaik, Nagarvali

Name of the College

: A.G. & S.P.S. SIDDHARTHA DEGREE COLLEGE, Muzha

Place

: Muzha

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2023 -24

CTC Break Up:

(i) Cash In Hand

Salary: 15,000

(Rupees Fifteen thousand rupees only)

(ii) Other Allowances

HRA: 2000 to 4500/- + HRA Facilities: 2000 to 3000/-

Training & Supervision: 2500 to 4000/-

TOTAL CTC: Cash in Hand + Other allowances

You are requested to join for the training in the month of April or May 2023. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2023 regarding the training.

For Further details: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail with a copy of this offer letter, your contact details to our HR department: hr@niceeducation.in before 20th of March 2023

Thanking You

Best Wishes

Director (HR)



Date: 22-08-2023

OFFER OF EMPLOYMENT

Dear Kalam Sai Ram

This has reference to your application and the subsequent interview you had with us. We are pleased to inform you that you have been selected for the position of "JUNIOR CHEMIST in PRODUCTION" DEPARTMENT with our client organization HETERO.

The brief details of the offer are as below:

Annual CTC : ₹. 2,70,000.00/- (With All Variable Allowances Like Attendance Bonus, Night Shift Allowances & Retention Bonus)

Your expected Date of Joining : 24/08/2023

You will be issued a detailed 'Letter of Employment' on your joining with client **Hetero & Its subsidiaries**

This offer will be valid till 28/08/2023 and automatically become void unless it is explicitly extended by the client company.

You are required to undergo a pre-medical check-up at diagnostic centers authorized by the client. Your joining will only be accepted if you are certified as medically fit.

You are requested to sign and return us the copy of the Offer of Employment as a token of your acceptance.

Please bring the following documents along with you on the day of your joining with **Darpan Skill Development Center.**

1. Resume
2. FIVE passport sized colour photographs
3. ID Proof – PAN card & Latest AADHAR card
4. All Education certificates Photocopies/Xerox copies
5. Covid vaccination Certificates (2nd dose)

With warm regards, yours truly,

For Darpan Skill Development Center


I.MADHURI

Authorized Signatory

Date: 22-08-2023

OFFER OF EMPLOYMENT

Dear **L. Sai Kumar**

This has reference to your application and the subsequent interview you had with us. We are pleased to inform you that you have been selected for the position of "JUNIOR CHEMIST in PRODUCTION" DEPARTMENT with our client organization HETERO.

The brief details of the offer are as below:

Annual CTC : ₹. 2,70,000.00/- (With All Variable Allowances Like Attendance Bonus, Night Shift Allowances & Retention Bonus)

Your expected Date of Joining : 24/08/2023

You will be issued a detailed 'Letter of Employment' on your joining with client Hetero & Its subsidiaries

This offer will be valid till 28/08/2023 and automatically become void unless it is explicitly extended by the client company.

You are required to undergo a pre-medical check-up at diagnostic centers authorized by the client. Your joining will only be accepted if you are certified as medically fit.

You are requested to sign and return us the copy of the Offer of Employment as a token of your acceptance.

Please bring the following documents along with you on the day of your joining with Darpan Skill Development Center.

1. Resume
2. FIVE passport sized colour photographs
3. ID Proof - PAN card & Latest AADHAR card
4. All Education certificates Photocopies/Xerox copies
5. Covid vaccination Certificates (2nd dose)

With warm regards, yours truly,

For Darpan Skill Development Center


I.MADHURI

Authorized Signatory

Date: 22-08-2023

OFFER OF EMPLOYMENT

Dear A. Srihari

This has reference to your application and the subsequent interview you had with us. We are pleased to inform you that you have been selected for the position of "JUNIOR CHEMIST in PRODUCTION" DEPARTMENT with our client organization **HETERO**.

The brief details of the offer are as below:

Annual CTC : ₹. 2,70,000.00/- (With All Variable Allowances Like Attendance Bonus, Night Shift Allowances & Retention Bonus)

Your expected Date of Joining : 24/08/2023

You will be issued a detailed 'Letter of Employment' on your joining with client **Hetero & Its subsidiaries**

This offer will be valid till 28/08/2023 and automatically become void unless it is explicitly extended by the client company.

You are required to undergo a pre-medical check-up at diagnostic centers authorized by the client. Your joining will only be accepted if you are certified as medically fit.

You are requested to sign and return us the copy of the Offer of Employment as a token of your acceptance.

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3. ID Proof – PAN card & Latest AADHAR card
4. All Education certificates Photocopies/Xerox copies
5. Covid vaccination Certificates (2nd dose)

With warm regards, yours truly,

For **Darpan Skill Development Center**



I.MADHURI

Authorized Signatory

Date: 22 - 08 - 2023

OFFER OF EMPLOYMENT

Dear **D. Narasimha**

This has reference to your application and the subsequent interview you had with us. We are pleased to inform you that you have been selected for the position of "JUNIOR CHEMIST in PRODUCTION" DEPARTMENT with our client organization HETERO.

The brief details of the offer are as below:

Annual CTC : ₹. 2,70,000.00/- (With All Variable Allowances Like Attendance Bonus, Night Shift Allowances & Retention Bonus)
Your expected Date of Joining : 24 / 08 / 2023

You will be issued a detailed 'Letter of Employment' on your joining with client **Hetero & Its subsidiaries**

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You are required to undergo a pre-medical check-up at diagnostic centers authorized by the client. Your joining will only be accepted if you are certified as medically fit.

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3. ID Proof - PAN card & Latest AADHAR card
4. All Education certificates Photocopies/Xerox copies
5. Covid vaccination Certificates (2nd dose)

With warm regards, yours truly,

For Darpan Skill Development Center


I.MADHURI

Authorized Signatory

Date: 22-08-2023

OFFER OF EMPLOYMENT

Dear *G. Prasanna Sai*

This has reference to your application and the subsequent interview you had with us. We are pleased to inform you that you have been selected for the position of "JUNIOR CHEMIST in PRODUCTION" DEPARTMENT with our client organization HETERO.

The brief details of the offer are as below:

Annual CTC : ₹. 2,70,000.00/- (With All Variable Allowances Like Attendance Bonus, Night Shift Allowances & Retention Bonus)
Your expected Date of Joining : 24/08/2023

You will be issued a detailed 'Letter of Employment' on your joining with client **Hetero & Its subsidiaries**

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3. ID Proof - PAN card & Latest AADHAR card
4. All Education certificates Photocopies/Xerox copies
5. Covid vaccination Certificates (2nd dose)

With warm regards, yours truly,

For **Darpan Skill Development Center**


I.MADHURI

Authorized Signatory

Date 22-08-2023

OFFER OF EMPLOYMENT

Dear P. Mohana Manikanta

This has reference to your application and the subsequent interview you had with us. We are pleased to inform you that you have been selected for the position of "JUNIOR CHEMIST in PRODUCTION" DEPARTMENT with our client organization HETERO.

The brief details of the offer are as below:

Annual CTC : ₹. 2,70,000.00/- (With All Variable Allowances Like Attendance Bonus, Night Shift Allowances & Retention Bonus)
Your expected Date of Joining : 24/08/2023

You will be issued a detailed 'Letter of Employment' on your joining with client Hetero & Its subsidiaries

This offer will be valid till 28/08/2023 and automatically become void unless it is explicitly extended by the client company.

You are required to undergo a pre-medical check-up at diagnostic centers authorized by the client. Your joining will only be accepted if you are certified as medically fit.

You are requested to sign and return us the copy of the Offer of Employment as a token of your acceptance.

Please bring the following documents along with you on the day of your joining with Darpan Skill Development Center.

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4. All Education certificates Photocopies/Xerox copies
5. Covid vaccination Certificates (2nd dose)

With warm regards, yours truly,

For Darpan Skill Development Center


I.MADHURI

Authorized Signatory

Date: 22-08-2023

OFFER OF EMPLOYMENT

Dear S. Krishna Chaitanya

This has reference to your application and the subsequent interview you had with us. We are pleased to inform you that you have been selected for the position of "JUNIOR CHEMIST in PRODUCTION" DEPARTMENT with our client organization HETERO.

The brief details of the offer are as below:

Annual CTC : ₹. 2,70,000.00/- (With All Variable Allowances Like Attendance Bonus, Night Shift Allowances & Retention Bonus)

Your expected Date of Joining : 24/08/2023

You will be issued a detailed 'Letter of Employment' on your joining with client **Hetero & Its subsidiaries**

This offer will be valid till 28/08/2023 and automatically become void unless it is explicitly extended by the client company.

You are required to undergo a pre-medical check-up at diagnostic centers authorized by the client. Your joining will only be accepted if you are certified as medically fit.

You are requested to sign and return us the copy of the Offer of Employment as a token of your acceptance.

Please bring the following documents along with you on the day of your joining with Darpan Skill Development Center.

1. Resume
2. FIVE passport sized colour photographs
3. ID Proof – PAN card & Latest AADHAR card
4. All Education certificates Photocopies/Xerox copies
5. Covid vaccination Certificates (2nd dose)

With warm regards, yours truly,

For Darpan Skill Development Center


I.MADHURI

Authorized Signatory

Date: 22 - 08 - 2023

OFFER OF EMPLOYMENTDear SK. Saidu Babu,

This has reference to your application and the subsequent interview you had with us. We are pleased to inform you that you have been selected for the position of "JUNIOR CHEMIST in PRODUCTION" DEPARTMENT with our client organization HETERO.

The brief details of the offer are as below:

Annual CTC : ₹. 2,70,000.00/- (With All Variable Allowances Like Attendance Bonus, Night Shift Allowances & Retention Bonus)
Your expected Date of Joining : 24 / 08 / 2023

You will be issued a detailed 'Letter of Employment' on your joining with client Hetero & Its subsidiaries

This offer will be valid till 28 / 08 / 2023 and automatically become void unless it is explicitly extended by the client company.

You are required to undergo a pre-medical check-up at diagnostic centers authorized by the client. Your joining will only be accepted if you are certified as medically fit.

You are requested to sign and return us the copy of the Offer of Employment as a token of your acceptance.

Please bring the following documents along with you on the day of your joining with Darpan Skill Development Center.

1. Resume
2. FIVE passport sized colour photographs
3. ID Proof - PAN card & Latest AADHAR card
4. All Education certificates Photocopies/Xerox copies
5. Covid vaccination Certificates (2nd dose)


With warm regards, yours truly,

For Darpan Skill Development Center


I.MADHURI

Authorized Signatory

42 Kumpati Vamsi

 ENERGETIC PEOPLE PVT LTD, Payslip for the Month of Jul-2023 Division : ANDHRA PRADESH CTC : 16,800		A/C No	922010025876112
		UAN No	101880356524
		ESI No	NA
		Department	HUMAN RESOURCE
Name	Code	DOJ	Designation
kumpati vamsi	82044544	12-May-2023	ASSISTANT
Earning Rates	Working Details	Earnings	Deductions
HRA 1,800.00	Present Days 27	Basic 15,000.00	PF EE 1,800.00
Basic 15,000.00	Woff 4	HRA 1,800.00	
	PH 0		
	Days Paid 31		
		16,800.00	1,800.00
Net Pay			15,000.00
Fifteen thousands only			

 Computer generated Payslip



Ref: HR/2023-2024

Date: 01st August'2023

Mr K.Suresh,
S/o: K.Chinthaiah,
10-168, South Valluru, 10th Block, Thotlavalluru,
Krishna District, Andhra Pradesh State – 521 163.

Sub: Motor Transport - Permission to work as "LEARNER ASSISTANT"- Orders Issued.

Ref: Your Application Date: 12-07-2023.

* * *

With reference to your application, we hereby inform that you are permitted to learn work as "LEARNER ASSISTANT" in our organization.

You shall be under training/learning for a period of three months.

Please note that organization reserves the right to withdraw the permission at any point of time without assigning any reasons and without issuing any notice.

You will be paid Rs.10,120/-**(Rupees Ten Thousand One Hundred and Twenty only)** per month as stipend which is inclusive of allowances.

You are advised to report for work at our Head office in Vijayawada at 09.00 A.M. on 01-08-2023, along with the following.

- 1) One set of Photostat copies of your certificates.
- 2) Four copies of your recent Photo (two passport size and two stamp size).
- 3) Copy of your savings account Bank passbook.
- 4) You and Your Family * members Aadhar Cards (for PF and ESI purpose).

During the tenure you will be governed by the rules and regulations and shall adhere to the policies and philosophy of the Organization.

For NAVATA ROAD TRANSPORT,

AUTHORISED SIGNATORY

* Family means yourself, your spouse and children, (if any) and dependent Parents.



MSN Life Sciences Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.

CIN: U24239TG2005PTC047655

Phone: +91-40-30438600 Fax: +91-40-30438798

July 15, 2023

Ms.Kodali Manasa

D/o, K Dileep Kumar

H:No 8-43,

Chinna Ogrila,

Vuyyuru, Krishna (Dist)

Andhra Pradesh 521245

Mobile No: 8500160340

Dear Ms.Kodali Manasa,

Sub: Offer and Appointment Letter

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions:

1. Designation:

You will be designated as "**Junior Executive-Trainee**", Grade "**G01**", in **Quality Control** Department based at **MSN Life Sciences Private Limited - MSNLS-III-Bhiknoor** Location.

2. Remuneration:

This offer is subject to completion of your **M.Sc.** and submission of all the certificates to the company. Further, please note that, in the event of noncompliance of submitting the pass certificate within the stipulated period i.e., on or before **September 30, 2023**, this offer will be Cancelled. In this regard you are required to give declaration to the organization.

The Present Salary will be on the basis of **B.Sc.** Your Salary will be revised to **M.Sc.** Grade, from the date of submission of Certificates.

Detailed compensation structure as Total Cost to Company **Rs.210000/-** is mentioned in the Annexure-I.

3. Documents to be Submitted:

Please bring all the following documents in original with Photostat copies of the same at the time of joining.

- Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
- All Educational Certificates and any other Certificates related to specific Training and Skills
- Updated/ latest E- Aadhaar Cards of self and dependent family members**
- PAN Card
- Passport / Driving License
- A cancelled cheque leaf of active bank account
- Medical Certificate with Reports



Name: Kodali Manasa

4. Medical Fitness:

This Offer and Appointment is subject to your medical fitness, for which you need to undergo Medical Examination at Company's Designated Medical Center.

5. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure - II.
- b. As discussed, you need to join us on or before **July 20, 2023**, failing which this offer and Appointment Letter stands withdrawn.

Kindly arrange to send us your written confirmation within two working days, from the date of receipt of this offer letter as a token of your acceptance by signing on the Xerox copy of this letter, mentioning your Date of Joining.

Please feel free to contact Mr. R.Ram Mohan Reddy Contact No. 4030438785

Email ID: ramamohan.ramigani@msnlabs.com for further clarifications, if any.

We would like to take this opportunity to welcome you into our MSN family and wishing you a long & successful association with us.

Thanking you,

Yours sincerely,

For MSN Life Sciences Private Limited



Naveen Kumar Teram
General Manager - HR

July 15, 2023

Annexure-I

Ms.Kodali Manasa

Designation: Junior Executive-Trainee

Grade : G01

Department: Quality Control

TOTAL COST TO COMPANY

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	10270	123240	Monthly
House Rent Allowance	4108	49290	Monthly
Education Allowance	0	0	Monthly
Minimum Guaranteed Bonus	0	0	Monthly
Statutory Bonus (Advance Pay Out)	700	8400	Monthly
A - Monthly Gross Total	15078	180930	
B. Statutory Benefits			
PF (Employer Contribution)	1232	14789	Monthly
ESI (Employer Contribution)	490	5880	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	2422	29069	
C. Fixed Total Cost to Company (A+B)	17500	210000	
D. Gratuity (As per the Gratuity Act, 1972)	494	5928	
Total Cost to Company (C+D)	17994	215928	

Apart from the above, you are also eligible for following Benefits as per the Company Policy.

1. Coverage under Group Personal Accident Policy
2. Coverage under Group Term Life Insurance Policy
3. You will be Covered Under ESIC Insurance Scheme

For MSN Life Sciences Private Limited



Naveen Kumar Teram
General Manager - HR

Name: Kodali Manasa

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

1. The effective date of joining shall not be later than **July 20, 2023**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Life Sciences Private Limited - MSNLS-III-Bhiknoor** Location. However, your services are transferable to any Location in India or outside India to serve the Company in any of its Departments, Factories, Establishments, Group Companies and its associates. You will abide by the working conditions and policies of the area concerned and the transfer arrangement will not be deemed to constitute a change in your service conditions.
3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of accuracy of the testimonials, experience and information provided by you in securing the employment with the company. If you have made any false declaration or willfully suppressed any material information, you will be liable for removal from the service without notice.
4. Your Date of Birth is recorded as **May 02, 2001**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take note of the same, and this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.
5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.
6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.
7. You shall do the best of your ability and devote your experience, knowledge, skills and working hours with full of attention and energy for the business of the Company. You shall use your best endeavors to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts of yours.



Name: Kodali Manasa

8. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.
9. You will be liable to conform to the Company Policies and Procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.
10. As per the policy of the Company, we expect you to devote full attention and effort to the business of the Company and to continuously develop professional skills in mutual interest. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. You will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company, its reputation, image and interest whether direct or indirect. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the discretion of the management.
11. You will be responsible for the safe keep and return in good condition and order, of all property such as tools, equipment, instruments, books, uniforms etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.
12. As per the Company's policy, the age of superannuation is 58 years subject to your being physically and mentally fit as certified by a medical practitioner designated by the Company and meeting the performance expectations of the Company. Retention of your services beyond the age of superannuation will be entirely at the discretion of the management.
13. You will be required to sign an Employee Non-disclosure/Confidential Agreement with the Company at the time of joining. In the performance of your duties, you will come to possess information connected with the Company's financials, operations of manufacturing processes, documents, plans, drawings, prints, trade, secrets, technical information, reports, statements, correspondence etc., and other matters relating to the Company's business, written or unwritten and also information and instructions that pass through you or come to your knowledge. All such information shall be held by you in strict confidence and shall not be divulged to any person during your services with the Company or thereafter. In the event of your acting in any contrast or thereafter, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company.
14. Upon termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.



Name: Kodali Manasa

15. Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things including any copies thereof, containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.
16. The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in clause 2 of this letter of Offer and Appointment Letter, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.
17. Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.
18. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.



Acknowledgement for the Acceptance of the Offer and Appointment Letter

I read & understand all Terms & Conditions relating to my Offer and Appointment Letter and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

Signature:

Date



MSN Life Sciences Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.

CIN: U24239TG2005PTC047655

Phone: +91-40-30438600 Fax: +91-40-30438798

July 15, 2023

Ms.Kollipara Keerthi

D/o, K Venkata Srinivasa Rao

1-8-A,

Kapileswar Puram,

Krishna (Dist)

Andhra Pradesh 521246

Mobile No: 7095772667

Dear Ms.Kollipara Keerthi,

Sub: Offer and Appointment Letter

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions:

1. Designation:

You will be designated as "**Junior Executive-Trainee**", Grade "**G01**", in **Quality Control** Department based at **MSN Life Sciences Private Limited - MSNLS-III-Bhiknoor** Location.

2. Remuneration:

This offer is subject to completion of your **M.Sc.** and submission of all the certificates to the company. Further, please note that, in the event of noncompliance of submitting the pass certificate within the stipulated period i.e., on or before **September 30, 2023**, this offer will be Cancelled. In this regard you are required to give declaration to the organization.

The Present Salary will be on the basis of **B.Sc.** Your Salary will be revised to **M.Sc.** Grade, from the date of submission of Certificates.

Detailed compensation structure as Total Cost to Company **Rs.210000/-** is mentioned in the Annexure-I.

3. Documents to be Submitted:

Please bring all the following documents in original with Photostat copies of the same at the time of joining.

- Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
- All Educational Certificates and any other Certificates related to specific Training and Skills
- Updated/ latest E- Aadhaar Cards of self and dependent family members**
- PAN Card
- Passport / Driving License
- A cancelled cheque leaf of active bank account
- Medical Certificate with Reports



Name: Kollipara Keerthi

4. Medical Fitness:

This Offer and Appointment is subject to your medical fitness, for which you need to undergo Medical Examination at Company's Designated Medical Center.

5. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure - II.
- b. As discussed, you need to join us on or before **July 20, 2023**, failing which this offer and Appointment Letter stands withdrawn.

Kindly arrange to send us your written confirmation within two working days, from the date of receipt of this offer letter as a token of your acceptance by signing on the Xerox copy of this letter, mentioning your Date of Joining.

Please feel free to contact Mr. R.Ram Mohan Reddy Contact No. 4030438785

Email ID: ramamohan.ramigani@msnlabs.com for further clarifications, if any.

We would like to take this opportunity to welcome you into our MSN family and wishing you a long & successful association with us.

Thanking you,

Yours sincerely,

For MSN Life Sciences Private Limited



Naveen Kumar Teram
General Manager - HR

July 15, 2023

Annexure-I

Ms.Kollipara Keerthi

Designation: Junior Executive-Trainee

Grade : G01

Department: Quality Control

TOTAL COST TO COMPANY

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	10270	123240	Monthly
House Rent Allowance	4108	49290	Monthly
Education Allowance	0	0	Monthly
Minimum Guaranteed Bonus	0	0	Monthly
Statutory Bonus (Advance Pay Out)	700	8400	Monthly
A - Monthly Gross Total	15078	180930	
B. Statutory Benefits			
PF (Employer Contribution)	1232	14789	Monthly
ESI (Employer Contribution)	490	5880	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	2422	29069	
C. Fixed Total Cost to Company (A+B)	17500	210000	
D. Gratuity (As per the Gratuity Act, 1972)	494	5928	
Total Cost to Company (C+D)	17994	215928	

Apart from the above, you are also eligible for following Benefits as per the Company Policy.

1. Coverage under Group Personal Accident Policy
2. Coverage under Group Term Life Insurance Policy
3. You will be Covered Under ESIC Insurance Scheme

For MSN Life Sciences Private Limited



Naveen Kumar Teram
General Manager - HR

Name: Kollipara Keerthi

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

1. The effective date of joining shall not be later than **July 20, 2023**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Life Sciences Private Limited - MSNLS-III-Bhiknoor** Location. However, your services are transferable to any Location in India or outside India to serve the Company in any of its Departments, Factories, Establishments, Group Companies and its associates. You will abide by the working conditions and policies of the area concerned and the transfer arrangement will not be deemed to constitute a change in your service conditions.
3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of accuracy of the testimonials, experience and information provided by you in securing the employment with the company. If you have made any false declaration or willfully suppressed any material information, you will be liable for removal from the service without notice.
4. Your Date of Birth is recorded as **July 08, 2001**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take note of the same, and this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.
5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.
6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.
7. You shall do the best of your ability and devote your experience, knowledge, skills and working hours with full of attention and energy for the business of the Company. You shall use your best endeavors to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts of yours.



Name: Kollipara Keerthi

8. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.
9. You will be liable to conform to the Company Policies and Procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.
10. As per the policy of the Company, we expect you to devote full attention and effort to the business of the Company and to continuously develop professional skills in mutual interest. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. You will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company, its reputation, image and interest whether direct or indirect. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the discretion of the management.
11. You will be responsible for the safe keep and return in good condition and order, of all property such as tools, equipment, instruments, books, uniforms etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.
12. As per the Company's policy, the age of superannuation is 58 years subject to your being physically and mentally fit as certified by a medical practitioner designated by the Company and meeting the performance expectations of the Company. Retention of your services beyond the age of superannuation will be entirely at the discretion of the management.
13. You will be required to sign an Employee Non-disclosure/Confidential Agreement with the Company at the time of joining. In the performance of your duties, you will come to possess information connected with the Company's financials, operations of manufacturing processes, documents, plans, drawings, prints, trade, secrets, technical information, reports, statements, correspondence etc., and other matters relating to the Company's business, written or unwritten and also information and instructions that pass through you or come to your knowledge. All such information shall be held by you in strict confidence and shall not be divulged to any person during your services with the Company or thereafter. In the event of your acting in any contrast or thereafter, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company.
14. Upon termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.



Name: Kollipara Keerthi

15. Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things including any copies thereof, containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.
16. The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in clause 2 of this letter of Offer and Appointment Letter, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.
17. Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.
18. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.



Acknowledgement for the Acceptance of the Offer and Appointment Letter

I read & understand all Terms & Conditions relating to my Offer and Appointment Letter and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

Signature:

Date



MSN Laboratories Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.

CIN: U24239TG2003PTC041583

Phone: +91-40-30438600 Fax: +91-40-30438798

September 08, 2023

Mr.Dhudala Chaitanya Venkata Manikanta

S/o Veera Raghavaiah

2-4, Inapuru

Krishna

521247

Mobile No: 9493418599

Dear Mr.Dhudala Chaitanya Venkata Manikanta,

Sub: Offer and Appointment Letter

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions:

1. Designation:

You will be designated as "**Junior Executive-Trainee**", Grade "**G01**", in **Quality Assurance** Department based at **MSN Laboratories Private Limited - MSNF-II-Kothur-Osd** Location.

2. Remuneration:

Detailed compensation structure as Total Cost to Company **Rs.210000/-** is mentioned in the Annexure-I.

3. Documents to be Submitted:

Please bring all the following documents in original with Photostat copies of the same at the time of joining.

- Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
- All Educational Certificates and any other Certificates related to specific Training and Skills
- Previous employment Service Certificate / Relieving Letter, if any
- Last Six Months Bank Statement
- Aadhaar Cards of self and dependent family members
- PAN Card
- Passport / Driving License
- A cancelled cheque leaf of active bank account
- Medical Certificate with Reports

Srikanth Rachamalla
boxSIGN 4GBL2Q8F-1V7F7ZZ

Name: Dhudala Chaitanya Venkata Manikanta

4. Medical Fitness:

This Offer and Appointment is subject to your medical fitness, for which you need to undergo Medical Examination at Company's Designated Medical Center as per Annexure- III.

5. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure – II.
- b. As discussed, you need to join us on or before **October 03, 2023**, failing which this offer and Appointment Letter stands withdrawn.
- c. This offer is subject to completion of your MSc and submission of all the certificates to the company. Further, please note that, in the event of noncompliance of submitting the pass certificate within the stipulated period i.e., on or before **31st December,2023**, this offer will be Cancelled. In this regard, you are required to give declaration to the organization.

The Present Salary will be on the basis of BSc Your Salary will be revised to MSc Grade, from the date of Joining, after submission of Certificates.

Kindly arrange to send us your written confirmation within two working days, from the date of receipt of this offer letter as a token of your acceptance by signing on the Xerox copy of this letter, mentioning your Date of Joining.

Please feel free to contact Mr. Potturu Arjun, Contact No. 040-30438701 , Email ID: arjun.potturu@msnlabs.com for further clarifications, if any.

We would like to take this opportunity to welcome you into our MSN family and wishing you a long & successful association with us.

Thanking you,

Yours sincerely,

For MSN Laboratories Private Limited

Srikanth Rachamalla
boksIGN 408LZG02 1W7Y232

R Srikanth
Senior General Manager -HR

September 08, 2023

Annexure-I

Mr.Dhudala Chaitanya Venkata Manikanta

Designation: Junior Executive-Trainee

Grade : G01

Department: Quality Assurance

TOTAL COST TO COMPANY

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	10270	123238	Monthly
House Rent Allowance	4108	49295	Monthly
Education Allowance	0	0	Monthly
Minimum Guaranteed Bonus	0	0	Monthly
Statutory Bonus (Advance Payout)	700	8400	Monthly
A - Monthly Gross Total	15078	180933	
B. Statutory Benefits			
PF (Employer Contribution)	1232	14789	Monthly
ESI (Employer Contribution)	490	5880	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	2422	29069	
C. Fixed Total Cost to Company (A+B)	17500	210000	
D. Gratuity (As per the Gratuity Act, 1972)	494	5928	
Total Cost to Company (C+D)	17994	215928	

Apart from the above, you are also eligible for following Benefits as per the Company Policy.

1. Coverage under Group Personal Accident Policy
2. Coverage under Group Term Life Insurance Policy
3. You will be Covered Under ESIC Insurance Scheme

For MSN Laboratories Private Limited

Srikanth Rachamalla
boSIGN 40812032-1W7722Z

R Srikanth

Senior General Manager -HR

Name: Dhudala Chaitanya Venkata Manikanta

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

1. The effective date of joining shall not be later than **October 03, 2023**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Laboratories Private Limited - MSNF-II-Kothur-Osd** Location. However, your services are transferable to any Location in India or outside India to serve the Company in any of its Departments, Factories, Establishments, Group Companies and its associates. You will abide by the working conditions and policies of the area concerned and the transfer arrangement will not be deemed to constitute a change in your service conditions.
3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of accuracy of the testimonials, experience and information provided by you in securing the employment with the company. If you have made any false declaration or willfully suppressed any material information, you will be liable for removal from the service without notice.
4. Your Date of Birth is recorded as **June 16, 2001**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take note of the same, and this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.
5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.
6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.
7. You shall do the best of your ability and devote your experience, knowledge, skills and working hours with full of attention and energy for the business of the Company. You shall use your best endeavors to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts of yours.

Srikanth Rachamalla
boxSIGN 498L236Z 1V7Y7ZZZ

Name: Dhudala Chaitanya Venkata Manikanta

8. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.
9. You will be liable to conform to the Company Policies and Procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.
10. As per the policy of the Company, we expect you to devote full attention and effort to the business of the Company and to continuously develop professional skills in mutual interest. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. You will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company, its reputation, image and interest whether direct or indirect. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the discretion of the management.
11. You will be responsible for the safe keep and return in good condition and order, of all property such as tools, equipment, instruments, books, uniforms etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.
12. As per the Company's policy, the age of superannuation is 58 years subject to your being physically and mentally fit as certified by a medical practitioner designated by the Company and meeting the performance expectations of the Company. Retention of your services beyond the age of superannuation will be entirely at the discretion of the management.
13. You will be required to sign an Employee Non-disclosure/Confidential Agreement with the Company at the time of joining. In the performance of your duties, you will come to possess information connected with the Company's financials, operations of manufacturing processes, documents, plans, drawings, prints, trade, secrets, technical information, reports, statements, correspondence etc., and other matters relating to the Company's business, written or unwritten and also information and instructions that pass through you or come to your knowledge. All such information shall be held by you in strict confidence and shall not be divulged to any person during your services with the Company or thereafter. In the event of your acting in any contrast or thereafter, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company.
14. Upon termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

Srikanth Rachamalla

boxSIGN

4QBLZQZ 1VVTYZZZ

Name: Dhudala Chaitanya Venkata Manikanta

15. Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things including any copies thereof, containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.
16. The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in clause 2 of this letter of Offer and Appointment Letter, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.
17. Any breach of the Company's regulations/ policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.
18. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.



Srikanth Rachamalla
b0K5GN 4Q8L202Z 1W7Y22Z

Acknowledgement for the Acceptance of the Offer and Appointment Letter

I read & understand all Terms & Conditions relating to my Offer and Appointment Letter and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

Signature:

Date



MSN Life Sciences Private Limited

MSN House, Plot No.: C-24,
Sanath Nagar Industrial Estate, Sanath Nagar,
Hyderabad, Telangana, Pincode: 500 018, India.
CIN: U24239TG2005PTC047655
Phone: +91-40-30438600 Fax: +91-40-30438798

July 20, 2023

Mr.K Gowtham

S/o Venkata ratnam
Devarakola
Ghantasala
Krishna
Andhra Pradesh 521133
Mobile No: 7997163114

Dear Mr.K Gowtham,

Sub: Offer and Appointment Letter

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions:

1. Designation:

You will be designated as "Junior Executive-Trainee", Grade "G01", in Quality Control Department based at MSN Life Sciences Private Limited - MSNLS-II-Chandampet Location.

2. Remuneration:

Detailed compensation structure as Total Cost to Company **Rs.250000/-** is mentioned in the Annexure-I.

3. Documents to be Submitted:

Please bring all the following documents in original with Photostat copies of the same at the time of joining.

- a. Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each
- b. All Educational Certificates and any other Certificates related to specific Training and Skills
- c. **Updated/ latest E- Aadhaar Cards of self and dependent family members**
- d. PAN Card
- e. Passport / Driving License
- f. A cancelled cheque leaf of active bank account
- g. Medical Certificate with Reports



Name: K Gowtham

4. Medical Fitness:

This Offer and Appointment is subject to your medical fitness, for which you need to undergo Medical Examination at Company's Designated Medical Center.

5. Terms & Conditions:

- a. Your employment is governed by the detailed Terms & Conditions furnished in Annexure – II.
- b. As discussed, you need to join us on or before **August 01, 2023**, failing which this offer and Appointment Letter stands withdrawn.

Kindly arrange to send us your written confirmation within two working days, from the date of receipt of this offer letter as a token of your acceptance by signing on the Xerox copy of this letter, mentioning your Date of Joining.

Please feel free to contact Mr. R.Ram Mohan Reddy Contact No. 4030438785

Email ID: ramamohan.ramigani@msnlabs.com for further clarifications, if any.

We would like to take this opportunity to welcome you into our MSN family and wishing you a long & successful association with us.

Thanking you,

Yours sincerely,

For MSN Life Sciences Private Limited



Naveen Kumar Teram
General Manager - HR

July 20, 2023

Annexure-I

Mr.K Gowtham

Designation: Junior Executive-Trainee

Grade : G01

Department: Quality Control

TOTAL COST TO COMPANY

All figures in INR

Salary Components	Per Month	Per Annum	Payment Frequency
A. Monthly Salary			
Basic Pay	12399	148788	Monthly
House Rent Allowance	4959	59510	Monthly
Education Allowance	0	0	Monthly
Minimum Guaranteed Bonus	0	0	Monthly
Statutory Bonus (Advance Pay Out)	700	8400	Monthly
A - Monthly Gross Total	18058	216698	
B. Statutory Benefits			
PF (Employer Contribution)	1488	17855	Monthly
ESI (Employer Contribution)	587	7043	Monthly
Bonus / Ex-gratia	700	8400	Annual
B - Statutory Benefits Total	2775	33298	
C. Fixed Total Cost to Company (A+B)	20833	250000	
D. Gratuity (As per the Gratuity Act, 1972)	596	7157	
Total Cost to Company (C+D)	21429	257157	

Apart from the above, you are also eligible for following Benefits as per the Company Policy.

1. Coverage under Group Personal Accident Policy
2. Coverage under Group Term Life Insurance Policy
3. You will be Covered Under ESIC Insurance Scheme

For MSN Life Sciences Private Limited



Naveen Kumar Teram
General Manager - HR

Name: K Gowtham

Annexure- II

TERMS & CONDITIONS OF THE EMPLOYMENT

1. The effective date of joining shall not be later than **August 01, 2023**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Life Sciences Private Limited - MSNLS-II-Chandampet** Location. However, your services are transferable to any Location in India or outside India to serve the Company in any of its Departments, Factories, Establishments, Group Companies and its associates. You will abide by the working conditions and policies of the area concerned and the transfer arrangement will not be deemed to constitute a change in your service conditions.
3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of accuracy of the testimonials, experience and information provided by you in securing the employment with the company. If you have made any false declaration or willfully suppressed any material information, you will be liable for removal from the service without notice.
4. Your Date of Birth is recorded as **March 22, 2001**, by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take note of the same, and this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.
5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.
6. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependent's details etc.
7. You shall do the best of your ability and devote your experience, knowledge, skills and working hours with full of attention and energy for the business of the Company. You shall use your best endeavors to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts of yours.



Name: K Gowtham

8. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.
9. You will be liable to conform to the Company Policies and Procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.
10. As per the policy of the Company, we expect you to devote full attention and effort to the business of the Company and to continuously develop professional skills in mutual interest. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. You will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company, its reputation, image and interest whether direct or indirect. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the discretion of the management.
11. You will be responsible for the safe keep and return in good condition and order, of all property such as tools, equipment, instruments, books, uniforms etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.
12. As per the Company's policy, the age of superannuation is 58 years subject to your being physically and mentally fit as certified by a medical practitioner designated by the Company and meeting the performance expectations of the Company. Retention of your services beyond the age of superannuation will be entirely at the discretion of the management.
13. You will be required to sign an Employee Non-disclosure/Confidential Agreement with the Company at the time of joining. In the performance of your duties, you will come to possess information connected with the Company's financials, operations of manufacturing processes, documents, plans, drawings, prints, trade, secrets, technical information, reports, statements, correspondence etc., and other matters relating to the Company's business, written or unwritten and also information and instructions that pass through you or come to your knowledge. All such information shall be held by you in strict confidence and shall not be divulged to any person during your services with the Company or thereafter. In the event of your acting in any contrast or thereafter, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company.
14. Upon termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.



Name: K Gowtham

15. Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things including any copies thereof, containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.
16. The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in clause 2 of this letter of Offer and Appointment Letter, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.
17. Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as a disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.
18. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.



Acknowledgement for the Acceptance of the Offer and Appointment Letter

I read & understand all Terms & Conditions relating to my Offer and Appointment Letter and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on _____

Signature:

Date

The Students of our college from Sl. No. 48 to 107 attended the campus recruitment drive organized our college and successfully placed at DIVIS Laboratories Limited, the confirmation mail received from the General manager is attached.

From

K. Subba Rao
DIVIS Laboratories Limited
General Manager - Personnel & Administration.

To

The Principal / Placement Officer,
AG & SG Siddhartha Degree College
Of Arts & Science-Vuyyuru

Dear Sir/Madam,

Greetings from Divis Laboratories!

I hope all is well with you and your family.

Please accept our sincere thanks for providing an opportunity to conduct campus drive at your esteemed college.

We are now glad to inform you that the following candidates from your college have been selected for employment with our organization.

The offer letters will be sent to their individual addresses and email IDs which were mentioned in their resumes.

Also, Please be informed that we are processing the rest of the candidates' applications and shall revert soon with details.

We congratulate everyone and welcome them to our World Class API manufacturing facilities.

S. No	Name of the Applicant	E. Qualification	Location	Department	Interview Place	Phone NO
1	Venigalla Dakshayani	B.Sc	Unit-1	Q.C	AG&SG Siddhartha Degree College Of Arts & Science-Vuyyuru	9603457203
2	Paruchuri Kalpana	M.Sc	Unit-1	Q.c	AG&SG Siddhartha Degree College Of Arts & Science-Vuyyuru	8309229645
3	Dudala Chaitanya Venkata Manikanta	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts & Science-Vuyyuru	9493418599
4	Valluri Bhargava	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts & Science-Vuyyuru	7569473875
5	Kolla Bhaskar	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts & Science-Vuyyuru	7093424022
6	Ande Madhu Babu	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts & Science-Vuyyuru	9618130778
7	Goriparthi Ravi Teja	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts & Science-Vuyyuru	8464889129
8	Runku Sateesh	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts & Science-Vuyyuru	7993991425
9	Ippili Manoj Kumar	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts & Science-Vuyyuru	9347765162
10	Arilli Vasudeva Rao	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts & Science-Vuyyuru	7995120135
11	Mandapaka Venkata Siva Naga Sai	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts & Science-Vuyyuru	8367541969
12	Vaka Venkata sambasiva Rao	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts & Science-Vuyyuru	6302515502

13	Gopalajoshula Prasanna Sai	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	6281711526
14	Veeranki Siddhartha	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	8688405548
15	Somyajula S.M.K Chaitanya	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7285977467
16	Abdul Kalam	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	8179795399
17	Gade Bala Amaresh	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9949636799
18	Abdul Suleman	B.Sc	unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	8688955167
19	Peram Durga Prasad	B.Sc	unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9963249298
20	N Pavan Sai	B.Sc	unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	8179239231
21	Samayamanthula Sandeep	B.Sc	unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	6281391747
22	Derangula Durga Anjaneyulu	B.Sc	unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7569578091
23	Pamarthi Rajesh	B.Sc	unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7893759923
24	V Mano Pavan Sai	B.Sc	unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9381813608
25	Dokku Venkata Satya Vamsi	B.Sc	unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7207268595
26	Venigalla Arjun	B.Sc	unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9121189655
27	Pabolu Mohana Manikanta	B.Sc	unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7893097201
28	Abdul Jaleel	BSC	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9505747552
29	Yerninti Ramunaidu	BSC	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	6281483673
30	Veeravalli Adi Narayana	MSC	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9951757967
31	Parise Naga Raja	MSC	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9492827593
32	G Ramu	MSC	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9705093788
33	Bandi Hemanth Naga Raju	MSC	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9346489829
34	Yedukondalu Konatham	MSC	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7702944599
35	Toleti Hareesh	MSC	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	8186965577
36	Boyina Pandurangarao	MSC	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7729872366
37	Katireddy Prasanth Kumar	MSC	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9381318784
38	Bandi Hemanth Naga Raju	M.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9346489829

39	AbdulJaleel	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9505747552
40	PeramDurga Varaprasad	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9963249298
41	VakaVenkatasambasiva Rao	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	6302515502
42	MandapakaVenkata Siva Naga Sai	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	8367541969
43	ArilliVasudeva Rao	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7995120135
44	IppiliManoj Kumar	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9347765162
45	RunkuSateesh	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7993991425
46	GoriparthiRavi Teja	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	8464889129
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48	DudalaChaitanya Venkata Manikanta	M.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9493418599
49	ValluriBhargava	M.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7569473875
50	BoyinaPandurangarao	M.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7729872366
51	KattireddyPrasanth Kumar	M.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9381318784
52	NaralasettiPavan Sai	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	8179239231
53	SamayamanthulaSandeep	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	6281391747
54	DerangulaDurga Anjaneyulu	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7569578091
55	PamarthiRajesh	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7893759923
56	VasaMano Pavan Sai	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	9381813608
57	DokkuVenkata Satya Vamsi	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7207268595
58	PaboluMohana Manikanta	B.Sc	Unit-1	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	7893097201
59	VenigallaArjun	B.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	8019651441
60	PathigullaKarthik Sudheer	M.Sc	Unit-2	Production	AG&SG Siddhartha Degree College Of Arts &Science-Vuyyuru	6305412485

Please note : Our manufacturing facilities Unit 1 and 2 and Unit 3 are situated at Lingojigudem Village, Choutuppal Mandal, Yadadri Bhuvanagiri District, Telangana-508252

and at Chippada Village, Annavaram Post, Bheemunipatnam Mandal, Visakhapatnam District, Andhra Pradesh - 531162, and Ontimamidi village, Thondangi Mandal, Kakinada District, Andhra Pradesh-533408 respectively.

Thanks & Best Regards,
K. Subba Rao
DIVIS Laboratories Limited
General Manager - Personnel & Administration.

Harish V | P&A-Department

Divi's Laboratories Limited | Hyderabad, India

Tel: +91-40-23786300/400 | Extension No:9113 | Fax: +91-40-23786460

www.divislabs.com

EMPHASISBPO SERVICES PVT Ltd

OFFER LETTER

Date of Joining : **11_Sep_2023**

Name :Kollikonda Ganga Bhavani

Dear

Welcome to Emphasis BPO,

It was pleasure meeting you to explore opportunity with Emphasis BPO Services PVT Ltd.

Based on our discussion, we are pleased to offer you the position of Process Associate

With our organization, The pay-out will be **Rs/-14000**per month if below criteria is fulfilled.

- 100% Attendance.
- Project target achievement as decided by the management.

We also believe that we are very unique, open and communicative organization; we encourage, promote and rewards empowerment; initiative; flawless execution and leadership.in return, we promise to provide you a platform to grow and fulfil your personal and professional goals. We look for professionals like you who would partner the future growth of the organization. We are confident that with your skills, competencies and capabilities you possess would be a valuable addition to the organization.

Broad Terms and Conditions

1. You will be provided training for a period of 1-3 days and formally appointed on the role of the company upon successful completion of the Training and will be on probation for 6 months.
2. 15 days would be notice period from the date of resignation submission.
3. Remuneration will be paid upon the basic target and it's achievement given by the respective team leaders or immediate supervisor and failing would lead to termination of employment

Note: - Organization is not liable to process your salary / F&F if there is any absconding or discontinuing to work is said to be found on any given point of time during your employment, also full and final settlement will take 45 days to get processed.

We look forward to you joining us at our office on or before 11_sep_2023.In case you fail to join by, thisoffer stands cancelled.

For any clarification/further information on Employment terms & conditions, please get in touch with hr@emphasisbpo.com

Yours Sincerely

Manager-Human Resource

The Students of our college from sl. no. 109 to 114 have attended placement drive organized by APSSDC and placed in various companies, the confirmation letter from APSSDC is attached



Andhra Pradesh State Skill Development Corporation
Department of Skills Development and Training
Government of Andhra Pradesh
Krishnaveni ITI,14-194-7B, Nizampeta, Sai Nagar Colony, Machilipatnam
Krishna District-521001



To,
The Principal,
A.G&S.G Siddhartha Degree College of Arts and Science,
Vuyyuru.

Date: 26-10-2023,
Place: Machilipatnam.

The following students attended skill connect drive held on 28-02-2022 and placed in various companies organized by Adusumilli Gopalakrishnaiah & Sugarcane Growers Siddhartha Degree College of Arts & Science, Vuyyuru in collaboration with APSSDC

S. NO	Name of the student	Company	Salary
1	PotturiBhagya Raju	HDFC Bank	12000
2	kancharamadhavi	Reliance JioMart	12000
3	Kalapala Subhashini	Reliance JioMart	12000
4	Vuyyuru Gowri	Reliance JioMart	12000
5	KolliparaKeerthi	Calibehr(SBI Cards)	12000
6	Nalluriyamini	Calibehr(SBI Cards)	12000

Yours sincerely


Srinivasa Rao S
District Skill Development Officer (DSDO)
Andhra Pradesh State
Skill Development Corporation (APSSDC)
Machilipatnam, Krishna District
APSSDC -Machilipatnam,
Krishna District.
Cell No: 9030964638.

The Students of our college from sl. no. 115 to 120 have attended placement drive organized by APSSDC and placed in various companies, the confirmation letter from APSSDC is attached



Andhra Pradesh State Skill Development Corporation
Department of Skills Development and Training
Government of Andhra Pradesh
Krishnaveni ITI,14-194-7B, Nizampeta, Sai Nagar Colony, Machilipatnam,
Krishna District-521001



To,
The Principal,
A.G&S.G Siddhartha Degree College of Arts and Science,
Vuyyuru.

Date: 26-10-2023,
Place: Machilipatnam.




The following students attended skill connect drive held on 22-08-2023 and placed in various companies organized by Adusumilli Gopalakrishnaiah & Sugarcane Growers Siddhartha Degree College of Arts & Science, Vuyyuru in collaboration with APSSDC.

S. NO	Name of the student	Company	Salary
1	K Yedukondalu	Hetero Labs	15000
2	D.C.V Manikanta	Hetero Labs	15000
3	Sk Sai Babu	Hetero Labs	15000
4	D Narasimha	Hetero Labs	15000
5	A SriHari	Hetero Labs	15000
6	S S M. K Chitanya	Hetero Labs	15000
7	G Prasanna Sai	Hetero Labs	15000
8	P Mohan Manikanta	Hetero Labs	15000
9	N Joji Kiran	Axis Bank	14000
10	K Vasanth Kumar	Axis Bank	14000
11	Abul Azeem	Axis Bank	14000
12	K SrinivasaRao	Axis Bank	14000
13	K Ram Pradeep	Axis Bank	14000
14	P Nani	Axis Bank	14000

Yours sincerely


District Skill Development Officer (DSDO)
Andhra Pradesh State
Skill Development Corporation (APSSDC)
Machilipatnam District
APSSDC - Machilipatnam,
Krishna District.
Cell No: 9030964638.

130 G. Jahanvi


	APPGCET – 2023 Post Graduation Admissions (Conducted by Andhra University, Visakhapatnam on behalf of APSCHE)		
Hall Ticket No	31420231527	Rank	15
Candidate Name	GANGIREDDY JAHNAVI	Father's Name	GANGIREDDY NARAYANA MURTHY
Gender	Female (F)	Caste/Region	OC/AU
PROVISIONAL ALLOTMENT ORDER(For APPGCET-2023 CANDIDATES)			
<p>This is to inform that the options exercised by the candidate have been processed based on merit, rank, local area, gender, category, Special Reservation Category (CAP/PH/NCC/SPORTS) etc and the candidate has been allotted a seat in</p> <p style="text-align: center;">A.U.College of Engineering, (AUCESSF), Visakhapatnam in M.Sc. Computer Science, (PG141) under OC_GIRLS_UR category.</p> <p style="text-align: center;">Tuition Fee fixed for the college/course is Rs. 41500/-.</p> <p style="text-align: center;">Tuition fee to be paid by the candidate at the time of admission is Rs. 0/-.**</p> <p>**Tuition fee exempted under fee reimbursement category.</p> <p>Tuition fee exempted under fee reimbursement category the students belonging to SC/ST/BC/EBC/Disabled/Minority categories will be considered for Full Reimbursement of Tuition Fee under Jagananna Vidya Deevana (RTF) scheme subject to verification and eligibility criteria prescribed by State Government of Andhra Pradesh vide G.O.M.S.NO:66 dated 08/09/2010 of Social welfare (SW.EDN.2) Dept., G.O.M.S.NO:115 dated 13/11/2019 of Social Welfare (EDN) Dept.,G.O.M.S.NO:72 dated 18/10/2014 of social welfare(SW.EDN.2) department, G.O.Ms.No.77 Social Welfare dept.,dated 25.12.2020 and relevant instructions issued by Social Welfare and Higher Education Dept., Govt. of A.P. from time to time. In the event of the candidate found not eligible for fee reimbursement at a later date, the candidate shall have to pay the total fee as prescribed by the Competent authority.</p> <p>You are eligible for tuition fee reimbursement under the Jagananna Vidya Deevana Scheme. The tuition fee will be paid to your mother s bank account in four quarters. Hence, you are requested to pay the tuition fee amount within one week to the college from the date of receiving the tuition fee amount from the Government.</p> <p>Instructions to Candidates :</p> <ol style="list-style-type: none"> 1. The candidate is instructed to report by clicking on Allotment letter and Self-Reporting under Forms tab from website https://sche.ap.gov.in . 2. Take print out of two copies of joining report and report to the allotted college with all original certificates. Submit a copy of joining report and obtain acknowledgment on 2nd copy from the College where you have reported and retain the same with you. 3. If any candidate fails to submit valid original certificates for verification in claiming his/her qualification, caste, region and any other mandatory provisions, at the allotted college, provisional allotment of the seat will be cancelled automatically. 4. Both Self reporting and reporting at the allotted college is compulsory to retain the present allotment. The last date for Self reporting and reporting at the allotted College is 10/10/2023 . Pay all necessary fees if any to the allotted college. 5. If you do not report through Self-reporting system and/or not reporting at the allotted college, the provisional allotment will be cancelled and you have no claim on the seat allotted. 6. If the academic credentials verified found false at a later date, your allotment will be cancelled and you are also liable for criminal prosecution. 7. All the Principals are requested to verify the original certificates viz caste,study, income and Degree/Equivalent certificates of the admitted candidates thoroughly and request to bring to the notice of the Convenor, APPGCET-2023 Admissions for any deviation. 8. The candidate is informed that the class work shall be commenced from 6/10/2023 and directed to attend the class work. 			
			

CONVENOR
APPGCET-2023 ADMISSIONS
*** This computer generated Provisional Allotment Order does not require any authentication. ***


131 K. Uma Venkata naga lakshmi

	APPGCET – 2023 Post Graduation Admissions (Conducted by Andhra University, Visakhapatnam on behalf of APSCHE)		
Hall Ticket No	30620230846	Rank	597
Candidate Name	KONDIPARTHI UMA VENKATA NAGA LAKSHMI	Father's Name	KONDIPARTHI NAGAMANI BRAHMACHARI
Gender	Female (F)	Caste/Region	BC, B/AU
PROVISIONAL ALLOTMENT ORDER(For APPGCET-2023 CANDIDATES)			
<p>This is to inform that the options exercised by the candidate have been processed based on merit, rank, local area, gender, category, Special Reservation Category (CAP/PH/NCC/SPORTS) etc and the candidate has been allotted a seat in</p> <p style="text-align: center;">Krishna University Dr. M.R.APPA ROW College of Post Graduation Studies, (KRUPGS), Nuzvid in M.Sc. Applied Mathematics, (PG102) under OC_GEN_UR category.</p> <p style="text-align: center;">Tuition Fee fixed for the college/course is Rs. 11000/-.</p> <p style="text-align: center;">Tuition fee to be paid by the candidate at the time of admission is Rs. 0/-.**</p> <p style="color: red;">**Tuition fee exempted under fee reimbursement category.</p> <p>Tuition fee exempted under fee reimbursement category the students belonging to SC/ST/BC/EBC/Disabled/Minority categories will be considered for Full Reimbursement of Tuition Fee under Jagananna Vidya Deevana (RTF) scheme subject to verification and eligibility criteria prescribed by State Government of Andhra Pradesh vide G.O.M.S.NO:66 dated 08/09/2010 of Social welfare (SW.EDN.2) Dept., G.O.M.S.NO:115 dated 13/11/2019 of Social Welfare (EDN) Dept.,G.O.M.S.NO:72 dated 18/10/2014 of social welfare(SW.EDN.2) department, G.O.Ms.No.77 Social Welfare Dept.,dated 25.12.2020 and relevant instructions issued by Social Welfare and Higher Education Dept., Govt. of A.P. from time to time. In the event of the candidate found not eligible for fee reimbursement at a later date, the candidate shall have to pay the total fee as prescribed by the Competent authority.</p> <p>You are eligible for tuition fee reimbursement under the Jagananna Vidya Deevana Scheme. The tuition fee will be paid to your mother's bank account in four quarters. Hence, you are requested to pay the tuition fee amount within one week to the college from the date of receiving the tuition fee amount from the Government.</p> <p>Instructions to Candidates :</p> <ol style="list-style-type: none"> 1. The candidate is instructed to report by clicking on Allotment letter and Self-Reporting under Forms tab from website https://sche.ap.gov.in . 2. Take print out of two copies of joining report and report to the allotted college with all original certificates. Submit a copy of joining report and obtain acknowledgment on 2nd copy from the College where you have reported and retain the same with you. 3. If any candidate fails to submit valid original certificates for verification in claiming his/her qualification, caste, region and any other mandatory provisions, at the allotted college, provisional allotment of the seat will be cancelled automatically. 4. Both Self reporting and reporting at the allotted college is compulsory to retain the present allotment. The last date for Self reporting and reporting at the allotted College is 10/10/2023. Pay all necessary fees if any to the allotted college. 5. If you do not report through Self-reporting system and/or not reporting at the allotted college, the provisional allotment will be cancelled and you have no claim on the seat allotted. 6. If the academic credentials verified found false at a later date, your allotment will be cancelled and you are also liable for criminal prosecution. 7. All the Principals are requested to verify the original certificates viz caste, study, income and Degree/Equivalent certificates of the admitted candidates thoroughly and request to bring to the notice of the Convenor, APPGCET-2023 Admissions for any deviation. 8. The candidate is informed that the class work shall be commenced from 6/10/2023 and directed to attend the class work. 			


CONVENOR APPGCET-2023 ADMISSIONS
*** This computer generated Provisional Allotment Order does not require any authentication. ***



KL
UNIVERSITY



KLUH
UNIVERSITY

KONERU LAKSHMAIAH EDUCATION FOUNDATION
(Deemed to be University estd, u/s, 3 of the UGC Act, 1956)
(NAAC Accredited "A++" Grade University)

PROVISIONAL ADMISSION LETTER - 2023

1. Name of the Student : POTLURI SRAVAN KUMAR
2. Application Number : KL-2328131 Date of Birth : 04/08/2001
3. Qualification / Percentage : B.SC 75%
4. Programme Enrolled : MCA [10% Concession]
5. Branch : MCA
6. Name of the College (Last Studied) : A.G.B.S.G Siddhantika
7. Valid Mobile / Land Line Number : 9553847956
8. Mail_ID : sravankumarpotluri@gmail.com
9. Permanent Address : S/O. P. Praveen kumar
3-38, 3rd ward, Akumuru, Kushiha,
A.P - 521245
10. Total Number of Certificates Submitted : xoxox

SSC : -	Inter : -	TC :
C.C :	Graduation :	Remarks : x
11.

Payment Details	DD Number / Transaction IDs	Date	Amount	Bank / Branch
Admission Fee } Tuition Fee } Tuition Fee }	DUK9978680	31/05/2023	25,000/-	SBI-collect
12.

Reference Name	Employ ID	Contact Number	Programme
M.Phameendra	6708	7997995714	PL

Note : If Student is not able to provide the valid original eligibility certificates automatically the admission will be cancelled. Management holds all rights to cancel the admission of the Students who fail to meet the eligibility criteria for the programs offered by the University at any point during the admission process. Admission Fee Rs. 15,000/- is not refundable at any cost.


Sravan K.
Signature of the Student & Date

P. Praveen
Signature of the Parent & Date

Admissions Department

Employee ID : 6708

M.Phameendra
(Manager)
Authorised Signature
(Name & Designation)



DIRECTOR OF ADMISSIONS
KL UNIVERSITY

Administration Office : 29-36-38, Museum Road, Governorpet, VIJAYAWADA - 520 002, Andhra Pradesh, India.
Phone : +91 - 866 3500122, 2577715 / Cell : +91 949 036 1111.





www.kluniversity.in
#WeAreFutureReady

133 D Gnaana Prasana

	APPGCET – 2023 Post Graduation Admissions (Conducted by Andhra University, Visakhapatnam on behalf of APSCHE)		
Hall Ticket No	31420231529	Rank	768
Candidate Name	DOKKU GNANA PRASANNA	Father's Name	DOKKU RAVI
Gender	Female (F)	Caste/Region	BC_D/AU
PROVISIONAL ALLOTMENT ORDER (For APPGCET-2023 CANDIDATES)			
<p>This is to inform that the options exercised by the candidate have been processed based on merit, rank, local area, gender, category, Special Reservation Category (CAP/PH/NCC/SPORTS) etc and the candidate has been allotted a seat in</p> <p style="text-align: center;">SRR & CVR Degree College, (SRCV), Vijayawada in M.Sc. Computer Science, (PG141) under OC_GIRLS_AU category.</p> <p style="text-align: center;">Tuition Fee fixed for the college/course is Rs. 22000/-.</p> <p style="text-align: center;">Tuition fee to be paid by the candidate at the time of admission is Rs. 0/-**</p> <p>**Tuition fee exempted under fee reimbursement category.</p> <p>Tuition fee exempted under fee reimbursement category the students belonging to SC/ST/BC/EBC/Disabled/Minority categories will be considered for Full Reimbursement of Tuition Fee under Jagananna Vidya Deevana (RTF) scheme subject to verification and eligibility criteria prescribed by State Government of Andhra Pradesh vide G.O.M.S.NO:66 dated 08/09/2010 of Social welfare (SW,EDN.2) Dept., G.O.M.S.NO:115 dated 13/11/2019 of Social Welfare (EDN) Dept., G.O.M.S.NO:72 dated 18/10/2014 of social welfare(SW,EDN.2) department, G.O.Ms.No.77 Social Welfaredept., dated 25.12.2020 and relevant instructions issued by Social Welfare and Higher Education Dept., Govt. of A.P. from time to time. In the event of the candidate found not eligible for fee reimbursement at a later date, the candidate shall have to pay the total fee as prescribed by the Competent authority.</p> <p>You are eligible for tuition fee reimbursement under the Jagananna Vidya Deevana Scheme. The tuition fee will be paid to your mother s bank account in four quarters. Hence, you are requested to pay the tuition fee amount within one week to the college from the date of receiving the tuition fee amount from the Government.</p> <p>Instructions to Candidates :</p> <ol style="list-style-type: none"> 1. The candidate is instructed to report by clicking on Allotment letter and Self-Reporting under Forms tab from website https://sche.ap.gov.in . 2. Take print out of two copies of joining report and report to the allotted college with all original certificates. Submit a copy of joining report and obtain acknowledgment on 2nd copy from the College where you have reported and retain the same with you. 3. If any candidate fails to submit valid original certificates for verification in claiming his/her qualification, caste, region and any other mandatory provisions, at the allotted college, provisional allotment of the seat will be cancelled automatically. 4. Both Self reporting and reporting at the allotted college is compulsory to retain the present allotment. The last date for Self reporting and reporting at the allotted College is 10/10/2023 . Pay all necessary fees if any to the allotted college. 5. If you do not report through Self-reporting system and/or not reporting at the allotted college, the provisional allotment will be cancelled and you have no claim on the seat allotted. 6. If the academic credentials verified found false at a later date, your allotment will be cancelled and you are also liable for criminal prosecution. 7. All the Principals are requested to verify the original certificates viz caste.study, income and Degree/Equivalent certificates of the admitted candidates thoroughly and request to bring to the notice of the Convenor, APPGCET-2023 Admissions for any deviation. 8. The candidate is informed that the class work shall be commenced from 6/10/2023 and directed to attend the class work. 			
			 CONVENOR

APPGCET-2023 ADMISSIONS
*** This computer generated Provisional Allotment Order does not require any authentication. ***

134 G. Pratyusha

		APPGCET – 2023 Post Graduation Admissions (Conducted by Andhra University, Visakhapatnam on behalf of APSCHE)			
Hall Ticket No	31420231528	Rank	2028		
Candidate Name	GOVADA PRATYUSHA	Father's Name	GOVADA SRIDHAR		
Gender	Female (F)	Caste/Region	SC/AU		
PROVISIONAL ALLOTMENT ORDER (For APPGCET-2023 CANDIDATES)					
<p>This is to inform that the options exercised by the candidate have been processed based on merit, rank, local area, gender, category, Special Reservation Category (CAP/PH/NCC/SPORTS) etc and the candidate has been allotted a seat in</p> <p>P B Siddhartha College of Arts & Sciences, (PBSC), Vijayawada in M.Sc. Computer Science, (PG141) under SC_GIRLS_AU category.</p> <p>Tuition Fee fixed for the college/course is Rs. 31700/-. Tuition fee to be paid by the candidate at the time of admission is Rs. 31700/-.</p> <p>Instructions to Candidates :</p> <ol style="list-style-type: none">1. The candidate is instructed to report by clicking on Allotment letter and Self-Reporting under Forms tab from website https://sche.ap.gov.in .2. Take print out of two copies of joining report and report to the allotted college with all original certificates. Submit a copy of joining report and obtain acknowledgment on 2nd copy from the College where you have reported and retain the same with you.3. If any candidate fails to submit valid original certificates for verification in claiming his/her qualification, caste, region and any other mandatory provisions, at the allotted college, provisional allotment of the seat will be cancelled automatically.4. Both Self reporting and reporting at the allotted college is compulsory to retain the present allotment. The last date for Self reporting and reporting at the allotted College is 10/10/2023. Pay all necessary fees if any to the allotted college.5. If you do not report through Self-reporting system and/or not reporting at the allotted college, the provisional allotment will be cancelled and you have no claim on the seat allotted.6. If The academic credentials verified found false at a later date, your allotment will be cancelled and you are also liable for criminal prosecution.7. All the Principals are requested to verify the original certificates viz caste, study, income and Degree/Equivalent certificates of the admitted candidates thoroughly and request to bring to the notice of the Convenor, APPGCET-2023 Admissions for any deviation.8. The candidate is informed that the class work shall be commenced from 06/10/2023 and directed to attend the class work.					
  CONVENOR APPGCET-2023 ADMISSIONS					
*** This computer generated Provisional Allotment Order does not require any authentication. ***					

135 G. Charitha



KONERU LAKSHMAIAH EDUCATION FOUNDATION
(Deemed to be University estd, u/s, 3 of the UGC Act, 1956)
(NAAC Accredited "A++" Grade University)



PROVISIONAL ADMISSION LETTER - 2023

1. Name of the Student : Guduru Charitha
2. Application Number : KL - 2328085 Date of Birth : 10-05-2002
3. Qualification / Percentage : Degree
4. Programme Enrolled : MBA (25%)
5. Branch : MBA
6. Name of the College (Last Studied) : A.G.E.S.G. Siddhardha degree college of Arts & Science
7. Valid Mobile / Land Line Number : 9502947731, 9494347173
8. Mail_ID : charithacherry005@gmail.com
9. Permanent Address : D-No: 3-188/A, Near Voora Vari, Geeta Mandir Road, Vuyyuru

10. Total Number of Certificates Submitted

SSC : 9, 2/10	Inter :	TC :
C.C :	Graduation :	Remarks :

11. Payment Details	DD Number / Transaction IDs	Date	Amount	Bank / Branch
Admission Fee	DUL1204148	26/06/23	25,000/-	SBI COLLECT
Tuition Fee				
Tuition Fee				

12. Reference Name	Employ ID	Contact Number	Programme
V. Siva Prasad	6106	79998358	PG

Note : If Student is not able to provide the valid original eligibility certificates automatically the admission will be cancelled. Management holds all rights to cancel the admission of the Students who fail to meet the eligibility criteria for the programs offered by the University at any point during the admission process. **Admission Fee Rs. 15,000/- is not refundable at any cost.**

G. Charitha 26/6/23 Signature of the Student & Date	Admissions Department	
G.v.s. 26/6/23 Signature of the Parent & Date	Employee ID : 606	 Authorised Signature (Name & Designation) DIRECTOR OF ADMISSIONS

Administration Office : 29-36-38, Museum Road, Governorpet, VIJAYAWADA - 520 002, Andhra Pradesh, India.
Phone : +91 - 866 3500122, 2577715 / Cell : +91 949 036 1111.

136 A. Sunil

ACHARYA NAGARJUNA UNIVERSITY
NAGARJUNA NAGAR - 522 510
UNIVERSITY COLLEGE OF SCIENCES

FEE RECEIPT

S.No. **2668** Date: **30/10/23**
 Name : **A. Sunil**
 Course & Dept. : **M.Sc. Aquaculture**
 Year of study **2023-24** Challan No. & Date **30/10/23**

Particulars	Amount
1. Tuition Fee	Rs. 34761.00
2. Special Fee	Rs. 3,000.00
3. Laboratory Fee	Rs.
4. Tour Fee	Rs.
5. Penal Fee	Rs.
6. T.C. Fee	Rs.
TOTAL	Rs. 37761.00

(In words Rupees...Thirty...Seven...thousand...
...Seven...hundred...Sixty...one...)

Initials: Clerk **A.S.** 30/10/23 Supt./A.R. **A.S.** 30/10/23 Principal **P.S.**

137 K. Ratna Sri

ACHARYA NAGARJUNA UNIVERSITY
NAGARJUNA NAGAR - 522 510
UNIVERSITY COLLEGE OF SCIENCES

FEE RECEIPT

S.No. **2677** Date: **31/10/23**
 Name : **K. Ratna Sri**
 Course & Dept. : **M.Sc. Aquaculture**
 Year of study **2023-24** Challan No. & Date **31/10/23**

Particulars	Amount
1. Tuition Fee	Rs. 11,000.00
2. Special Fee	Rs. 240.00
3. Laboratory Fee	Rs.
4. Tour Fee	Rs.
5. Penal Fee	Rs.
6. T.C. Fee	Rs.
TOTAL	Rs. 11,240.00

(In words Rupees...Eleven...thousand...two...hundred...
...Forty...)

Initials: Clerk **A.S.** 31/10/23 Supt./A.R. **A.S.** 31/10/23 Principal **P.S.**

138 N. Shiny

No. 5710 RECEIPT Date: 9/10/23
K.G.R.L. P.G.COURSES
(Autonomous)
BHIMAVARAM

Name: N. Shiny,
Class: I Branch: Agri. Admn. No: 1001

Particulars	Rs.	Ps.
Admission Fee :	100	00
Tuition Fee :	4900	00
Fines on Fee :		
Special Fee :		
Other Fee :		
Total	5000	00

Received Rs. Five Thousand
Cashier

139 G. Pratyusha

No. 5761 RECEIPT Date: 14/11/23
K.G.R.L. P.G.COURSES
(Autonomous)
BHIMAVARAM

Name: G. Pratyusha
Class: Iyr Agri Branch: Agri. Admn. No: 1001

Particulars	Rs.	Ps.
Admission Fee :	5000	00
Tuition Fee :		
Fines on Fee :		
Special Fee :		
Other Fee :		
Total	5000	00

Received Rs. Five Thousand only
Cashier

140 V. Ravi Teja

APPGCET – 2023 Post Graduation Admissions (Conducted by Andhra University, Visakhapatnam on behalf of APSICHE)			
Hall Ticket No	30120232732	Rank	1970
Candidate Name	vemanda raviteja	Father's Name	VEMANDA RAJASHEKAR
Gender	Male (M)	Caste/Region	SC/AU

PROVISIONAL ALLOTMENT ORDER (For APPGCET-2023 CANDIDATES)

This is to inform that the options exercised by the candidate have been processed based on merit, rank, local area, gender, category, Special Reservation Category (CAP/PH/NCC/SPORTS) etc and the candidate has been allotted a seat in

Acharya Nagarjuna University College, (ANUCSS), Guntur
in **M.Sc. Aquaculture, (PG088) under OC, GEN_AU category.**

Tuition Fee fixed for the college/course is Rs. 37521/-.

Tuition fee to be paid by the candidate at the time of admission is Rs. 0/-.


***Tuition fee exempted under fee reimbursement category.

Tuition fee exempted under fee reimbursement category the students belonging to SC/ST/BC/EBC/Disabled/Minority categories will be considered for Full Reimbursement of Tuition Fee under Jagannanna Vidya Deevana (RTF) scheme subject to verification and eligibility criteria prescribed by State Government of Andhra Pradesh vide G.O.M.S.NO:66 dated 08/09/2010 of Social welfare (SW,EDN.2) Dept., G.O.M.S.NO:115 dated 13/11/2019 of Social Welfare (EDN) Dept., G.O.M.S.NO:72 dated 18/10/2014 of social welfare(SW,EDN.2) department, G.O.Ms.No.77 Social Welfare Dept., dated 25.12.2020 and relevant instructions issued by Social Welfare and Higher Education Dept., Govt. of A.P. from time to time. In the event of the candidate found not eligible for fee reimbursement at a later date, the candidate shall have to pay the total fee as prescribed by the Competent authority.

You are eligible for tuition fee reimbursement under the Jagannanna Vidya Deevana Scheme. The tuition fee will be paid to your mother's bank account in four quarters. Hence, you are requested to pay the tuition fee amount within one week to the college from the date of receiving the tuition fee amount from the Government.

Instructions to Candidates :



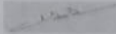
1. The candidate is instructed to report by clicking on Allotment letter and Self-Reporting under Forms tab from website <https://sche.ap.gov.in>.
2. Take print out of two copies of joining report and report to the allotted college with all original certificates. Submit a copy of joining report and obtain acknowledgment on 2nd copy from the College where you have reported and retain the same with you.
3. If any candidate fails to submit valid original certificates for verification in claiming his/her qualification, caste, region and any other mandatory provisions, at the allotted college, provisional allotment of the seat will be cancelled automatically.
4. Both Self reporting and reporting at the allotted college is compulsory to retain the present allotment. The last date for Self reporting and reporting at the allotted College is 10/10/2023. Pay all necessary fees if any to the allotted college.
5. If you do not report through Self-reporting system and/or not reporting at the allotted college, the provisional allotment will be cancelled and you have no claim on the seat allotted.
6. If the academic credentials verified found false at a later date, your allotment will be cancelled and you are also liable for criminal prosecution.
7. All the Principals are requested to verify the original certificates viz caste, study, income and Degree/Equivalent certificates of the admitted candidates thoroughly and request to bring to the notice of the Convenor, APPGCET-2023 Admissions for any deviation.
8. The candidate is informed that the class work shall be commenced from 6/10/2023 and directed to attend the class work.


CONVENOR

141 V. Mona pavan sai

APPGCET - 2023 Post Graduation Admissions (Conducted by Andhra University, Visakhapatnam on behalf of APSCHE)			
Hall Ticket No	30120232673	Rank	1423
Candidate Name	VASA MANO PAVAN SAI	Father's Name	VASA RAMESH
Gender	Male (M)	Caste/Region	OC/AU
PROVISIONAL ALLOTMENT ORDER (For APPGCET-2023 CANDIDATES)			
This is to inform that the options exercised by the candidate have been processed based on merit, rank, local area, gender, category, Special Reservation Category (CAP/PH/NCC/SPORTS) etc and the candidate has been allotted a seat in A.U.College of Science & Technology, (AUCSSF), Visakhapatnam in M.Sc. Marine Biology and Fisheries, (PG067) under EWS_GEN_AU category. Tuition Fee fixed for the college/course is Rs. 35500/-. Tuition fee to be paid by the candidate at the time of admission is Rs. 0/-.			
**Tuition fee exempted under fee reimbursement category			
Tuition fee exempted under fee reimbursement category the students belonging to SC/ST/BC/EBC/Disabled/Minority categories will be considered for Full Reimbursement of Tuition Fee under Jagananna Vidya Deevana (RTF) scheme subject to verification and eligibility criteria prescribed by State Government of Andhra Pradesh vide G.O.M.S.NO 66 dated 08/09/2010 of Social welfare (SW.EDN.2) Dept., G.O.M.S.NO 115 dated 13/11/2019 of Social Welfare (EDN) Dept. G.O.M.S.NO 72 dated 18/10/2014 of social welfare(SW.EDN.2) department, G.O.Ms.No.77 Social Welfare dept., dated 25.12.2020 and relevant instructions issued by Social Welfare and Higher Education Dept., Govt. of A.P. from time to time. In the event of the candidate found not eligible for fee reimbursement at a later date, the candidate shall have to pay the total fee as prescribed by the Competent authority.			
You are eligible for tuition fee reimbursement under the Jagananna Vidya Deevana Scheme. The tuition fee will be paid to your mother's bank account in four quarters. Hence, you are requested to pay the tuition fee amount within one week to the college from the date of receiving the tuition fee amount from the Government.			
Instructions to Candidates :			
1. The candidate is instructed to report by clicking on Allotment letter and Self-Reporting under Forms tab from website https://sche.ap.gov.in .			
2. Take print out of two copies of joining report and report to the allotted college with all original certificates. Submit a copy of joining report and obtain acknowledgment on 2nd copy from the College where you have reported and retain the same with you.			
3. If any candidate fails to submit valid original certificates for verification in claiming his/her qualification, caste, region and any other mandatory provisions, at the allotted college, provisional allotment of the seat will be cancelled automatically.			
4. Both Self reporting and reporting at the allotted college is compulsory to retain the present allotment. The last date for Self reporting and reporting at the allotted College is 10/10/2023. Pay all necessary fees if any to the allotted college.			
5. If you do not report through Self-reporting system and/or not reporting at the allotted college, the provisional allotment will be cancelled and you have no claim on the seat allotted.			
6. If the academic credentials verified found false at a later date, your allotment will be cancelled and you are also liable for criminal prosecution.			
7. All the Principals are requested to verify the original certificates viz caste, study, income and Degree/Equivalent certificates of the admitted candidates thoroughly and request to bring to the notice of the Convener, APPGCET-2023 Admissions for any deviation.			
8. The candidate is informed that the class work shall be commenced from 6/10/2023 and directed to attend the class work.			
G-mail:- mano pavan 21@gmail.com P.H No:- 9381813608 Name:- V. Mano Pavan Sai Father name:- V. Ramesh, :- 9010562738			
9/10/23 certificates verified 10/10/2023 CONVENOR Asst. Registrar A.U. College of Science & Tech VISAKHAPATNAM			

142 Abdul. Suleman

		APPGCET – 2023 Post Graduation Admissions (Conducted by Andhra University, Visakhapatnam on behalf of APSCHE)			
Hall Ticket No	31020235288	Rank		893	
Candidate Name	ABDUL SULEMAN	Father's Name		ABDUL ABU SAYAD	
Gender	Male (M)	Caste/Region		BC_E/AU	
PROVISIONAL ALLOTMENT ORDER(For APPGCET-2023 CANDIDATES)					
<p>This is to inform that the options exercised by the candidate have been processed based on merit, rank, local area, gender, category, Special Reservation Category (CAP/PH/NCC/SPORTS) etc and the candidate has been allotted a seat in University College of Arts & Science, Krishna University, (KRUCAS), Machilipatnam in M.Sc. Organic Chemistry, (PG127) under BC_E_GEN_AU category.</p> <p>Tuition Fee fixed for the college/course is Rs. 30000/-.</p> <p>Tuition fee to be paid by the candidate at the time of admission is Rs. 0/-.**</p> <p>**Tuition fee exempted under fee reimbursement category.</p> <p>Tuition fee exempted under fee reimbursement category the students belonging to SC/ST/BC/EBC/Disabled/Minority categories will be considered for Full Reimbursement of Tuition Fee under Jagananna Vidya Deevana (RTF) scheme subject to verification and eligibility criteria prescribed by State Government of Andhra Pradesh vide G.O.M.S.NO:66 dated 08/09/2010 of Social welfare (SW.EDN.2) Dept., G.O.M.S.NO:115 dated 13/11/2019 of Social Welfare (EDN) Dept.,G.O.M.S.NO:72 dated 18/10/2014 of social welfare(SW.EDN.2) department, G.O.Ms.No.77 Social Welfaredept.,dated 25.12.2020 and relevant instructions issued by Social Welfare and Higher Education Dept., Govt. of A.P. from time to time. In the event of the candidate found not eligible for fee reimbursement at a later date, the candidate shall have to pay the total fee as prescribed by the Competent authority.</p> <p>You are eligible for tuition fee reimbursement under the Jagananna Vidya Deevana Scheme. The tuition fee will be paid to your mother s bank account in four quarters. Hence, you are requested to pay the tuition fee amount within one week to the college from the date of receiving the tuition fee amount from the Government.</p>					
Instructions to Candidates :					
1. The candidate is instructed to report by clicking on Allotment letter and Self-Reporting under Forms tab from website https://sche.ap.gov.in .					
2. Take print out of two copies of joining report and report to the allotted college with all original certificates. Submit a copy of joining report and obtain acknowledgment on 2nd copy from the College where you have reported and retain the same with you.					
3. If any candidate fails to submit valid original certificates for verification in claiming his/her qualification, caste, region and any other mandatory provisions, at the allotted college, provisional allotment of the seat will be cancelled automatically.					
4. Both Self reporting and reporting at the allotted college is compulsory to retain the present allotment. The last date for Self reporting and reporting at the allotted College is 10/10/2023 . Pay all necessary fees if any to the allotted college.					
5. If you do not report through Self-reporting system and/or not reporting at the allotted college, the provisional allotment will be cancelled and you have no claim on the seat allotted.					
6. If the academic credentials verified found false at a later date, your allotment will be cancelled and you are also liable for criminal prosecution.					
7. All the Principals are requested to verify the original certificates viz caste,study, income and Degree/Equivalent certificates of the admitted candidates thoroughly and request to bring to the notice of the Convenor, APPGCET-2023 Admissions for any deviation.					
8. The candidate is informed that the class work shall be commenced from 6/10/2023 and directed to attend the class work.					
 CONVENOR					

143 K.Dinesh

ANDHRA PRADESH STATE COUNCIL OF HIGHER EDUCATION APICET - 2023 ADMISSIONS			
Hall Ticket Number:	5172010338	Rank:	14061
Candidate Name:	KALAPALA DINESH	Father's Name:	KALAPALA BENARJI
Gender / Region:	MALE / AU	Caste / Fee.Reimb:	SC / YES

PROVISIONAL ALLOTMENT ORDER (for ICET Candidates) PHASE-I

This is to inform that the options exercised by the candidate have been processed based on merit, rank, local area, sex, category, Special Reservation Category (CAP/PH/NCC/SPORTS/SCOUTS) etc and the candidate has been allotted a seat in

KRISHNA UNIVERSITY (KSUM)
in **MASTER IN BUSSINESS ADMINISTRATION (MBA)** , under **SC_GEN_AU** category.
Tuition Fee fixed for the college/course is **Rs.20000 /-**.
Tuition fee to be paid by the candidate at the time of admission is **Rs. 0 /-.****


**Tuition fee exempted under fee reimbursement category.

Tuition fee exempted under fee reimbursement category the students belonging to SC/ ST/ BC/ EBC/ Disabled/ Minority categories will be considered for Full Reimbursement of Tuition Fee under Jagananna Vidya Deevana (RTF) scheme subject to verification and eligibility criteria prescribed by State Government of Andhra Pradesh vide G.O.M.S.NO:66 dated 08/09/2010 of Social welfare (SW.EDN.2) Dept., G.O.M.S.NO:115 dated 13/11/2019 of Social Welfare (EDN) Dept., G.O.M.S.NO:72 dated 18/10/2014 of social welfare (SW.EDN.2) department, G.O.M.S.No. 77 Social Welfare dept., dated 25.12.2020 and relevant instructions issued by Social Welfare and Higher Education Dept., Govt. of A.P. from time to time . In the event of the candidate found not eligible for fee reimbursement at a later date, the candidate shall have to pay the total fee as prescribed by the Competent authority.

You are eligible for tuition fee reimbursement under the Jagananna Vidya Deevana Scheme. The tuition fee will be paid to your mother's bank account in four quarters. Hence, you are requested to pay the tuition fee amount within one week to the college from the date of receiving the tuition fee amount from the Government.

Instructions to Candidates:

1. The candidate is instructed to report by clicking on "Allotment letter and Self-Reporting" under "Forms" tab from website <https://cets.apsche.ap.gov.in>.
2. Take print out of two copies of joining report and report to the allotted college with all original certificates. Submit a copy of joining report and obtain acknowledgment on 2nd copy from the College where you have reported and retain the same with you.
3. Both Self reporting and reporting at the allotted college is compulsory to retain the present allotment. The last date for Self-reporting and reporting at the allotted College is on 06.10.2023. Pay all necessary fees if any to the allotted college.
4. If you do not report through Self-reporting system and/or not reporting at the allotted college, the provisional allotment will be cancelled and you have no claim on the seat allotted.
5. The academic credentials verified if found false at a later date, your allotment will be cancelled and you are also liable for criminal prosecution.
6. All the Principals are requested to verify the original certificates viz caste, study, income and Degree/Equivalent certificates of the admitted candidates thoroughly and request to bring to the notice of the Convener, APICET – 2023 Admissions for any deviation.
7. The class work will commence on 04.10.2023.


CONVENOR
APICET-2023 ADMISSIONS

*** 03/10/2023 03:09 PM

This computer generated Provisional Allotment Order does not require any authentication. ***

HOT ON POCO X3 11/17/2023 17:44

144 V.Sanjana



APPGCET - 2023
Post-Graduation Admissions
(Conducting by Andhra University, Visakhapatnam and APSCHE)



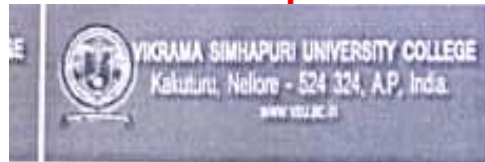
AP PG CET Web Options

AP PG CET HallTicket No	31020235349	Name	VARA SANJANA
-------------------------	-------------	------	--------------

Weboptions Opted Count:1

PREFERENCE NO	Branch Code	College Name	District	Place
1	PG127	ANRC-A N R College	KRI	Gudlavada
-----** Print Taken Date: Nov 14, 2023 12:11:21 PM**-----				

145 P.Gopi Nadh



STUDENT IDENTITY CARD

2022-2024



B+ve

Name : Pindi Gopi Nadh
Course : M.Sc Marine Biology
Adm No : 2200104028
Aadhaar No : 592978593355
Mobile No : 7993137638

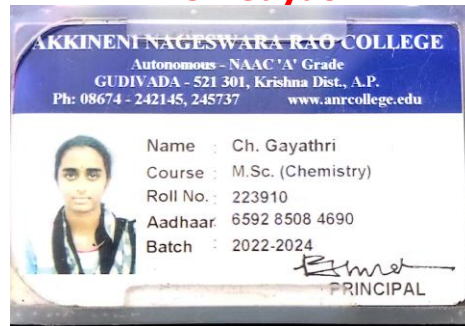
P. Gopinadh
Signature of the Student

Principal

146 Syed Khalid Karimulla



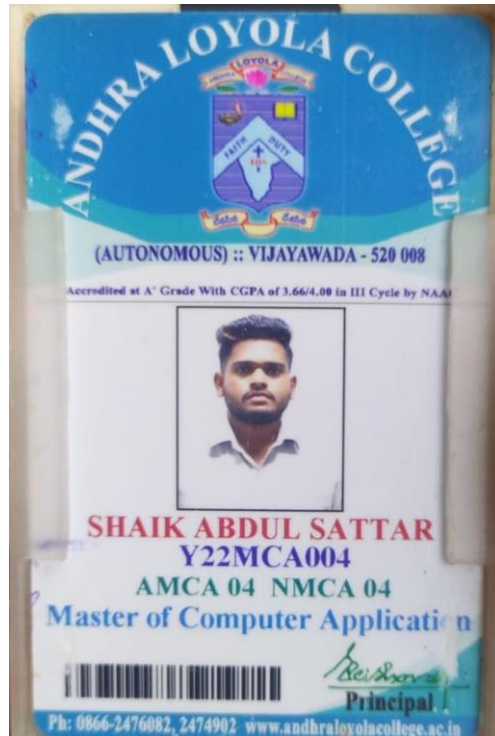
147 Ch.Gayathri



148 B. Mohan



149 Sk. Abdul Sattar



150 K. Bala Souri

DT: 04.01.2023

TO WHOM SO EVERY IT MAY CONCERN

This is to certify that KUMPATI BALA SOURU (4322130) S/o. K NAGA RAJU is a Bonafide student of this Institution. He is studying MCA at this Institute during the Academic Year 20222 – 2024. This bonafide certificate is issued on the request of the student.

JR 2
PRINCIPAL

SRI PADMA RAU COLLEGE OF
COMPUTER SCIENCE & TECHNOLOGY
THEILANDUOR

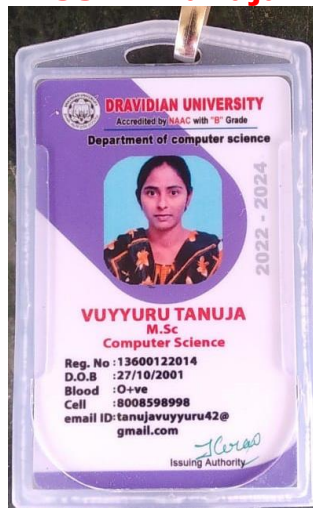
151 M. Pavan kumar



152 P.Sai Chand




153 V.Tanuja



154 A. Naveen

ACHARYA NAGARJUNA UNIVERSITY
UNIVERSITY COLLEGE OF PHYSICAL
EDUCATION & SPORTS SCIENCES
Nagarjuna Nagar, Guntur - 522510.

IDENTITY CARD



AAVALA NAVEEN

COURSE : B.P.Ed
REGD. NO. : Y22BP20001
DOB : 07-05-2000
B. Group : O+Ve

Principal

S/o.Aavala Ramulu,# 3-9/A,kolavennu (v), Kankipadu (M)
Krishna(DT),Pincode:521153,Phone:6302115369.

155 CH.Neelima

SESHADRI RAO
GUDLAVALLERU ENGINEERING COLLEGE
(An Autonomous Institute with Permanent Affiliation to JNTUK)
Seshadri Rao Knowledge Village, Gudlavalluru - 521356, Krishna District, A.P.
Phone: 08674-273737 / 273888, Fax No. 08674-273957, Web: www.gecgudlavalluru.ac.in



CHALLA NEELIMA
22481E0008
Master of Business Administration


2022 - 24

.+ve
Donate blood to save lives

PRINCIPAL

156 N Yamini Tulasi

SESHADRI RAO
GUDLAVALLERU ENGINEERING COLLEGE
(An Autonomous Institute with Permanent Affiliation to JNTUK)
Seshadri Rao Knowledge Village, Gudlavalluru - 521356, Krishna District, A.P.
Phone: 08674-273737 / 273888, Fax No. 08674-273957, Web: www.gecgudlavalluru.ac.in



NELLURI YAMINI TULASI
22481E0038
Master of Business Administration

2022 - 24

.+ve
Donate blood to save lives

PRINCIPAL

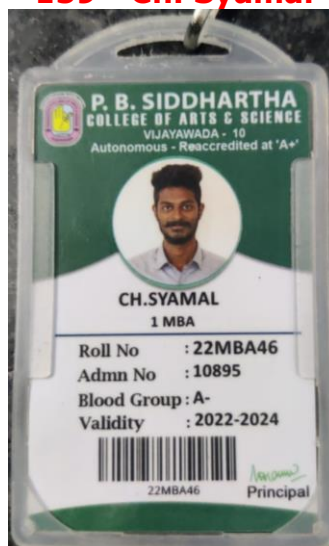
157 J Supraja



158 D. Tarun



159 Ch. Syamal



160 Tasneema



161 V Gopi Nadh



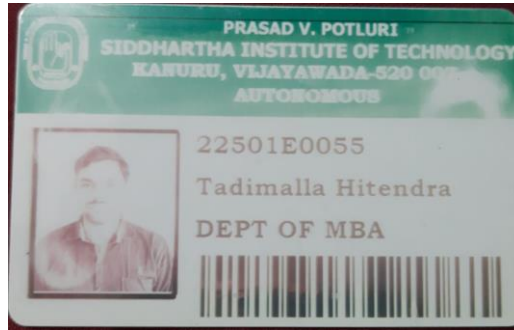
162 Naga Chandrika



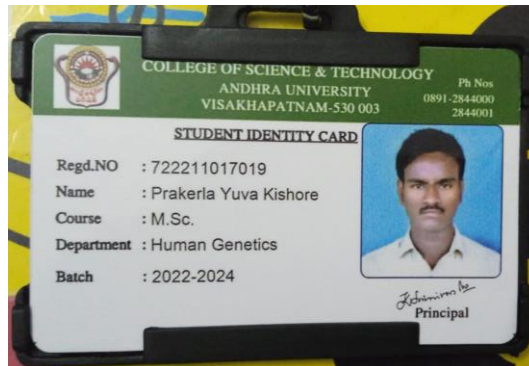
163 Veda Varshitha



164 T Hithendra



165 Yuva Kishore



166 V Yamini



167 K Anjali



168 B Triveni



169 K Lakshmi Nagavalli



170 P. Raja Sri

STUDENTS MONITORING SYSTEM

MONITORING SYSTEM

check your performance...

BRANCH TOPPERS SUBJECT TOPPERS SUBJECT ANALYSIS H.NO

228W1F0038 (PANDALANENI RAJA SRI) (MCA)							
S.NO	SUBJECT	GRADE	MARKS IN FAILED SUBJECT			POINTS	STATUS
			INT	EXT	TOT		
1	20MCA2205A	A				8	PASS
2	20MCA2201	A+				9	PASS
3	20MCA2202	A+				9	PASS
4	20MCA2203	A+				9	PASS
5	20MCA2204	A				8	PASS
6	20MCA2251	A				8	PASS
7	20MCA2252	Ex				10	PASS
8	20MCA2253	Ex				10	PASS
9	20MCA4254	SA				0	PASS
PASS							
SEM CREDITS	22	TOTAL CREDITS	43.5	SGPA	9.77	CGPA	8.30

BRANCH WISE SEM RANK:	18	COLLEGE WISE SEM RANK:	25
BRANCH WISE CUMM.. RANK:	23	COLLEGE WISE CUMM.. RANK:	45

Grading System for MBA/MCA-15 Programme

Theory / Drawing	Lab / Project	Grade
Percentage	Percentage	
90 % and above	90 % and above	Ex
80 to < 90%	80 to < 90%	A+
70 to <80%	70 to <80%	A
60 to <70%	60 to <70%	B
50 to < 60%	55 to < 60%	C
45 to <50%	50 to <55%	D
40 to <45%	--	E
<40%	<50%	F
ABSENT	ABSENT	AB

171 P.Ravitha



The students listed from S.No. 172 to 219 were studied their UG courses at our college and got admission into PG courses in our college through APSPGCET. Their details are listed below:

S. No	Name of the Student	Progression To	Programme Studied	College Joined	Programme Joined
1	Madala Bhargav Sai	Higher Education	B.Sc (MPCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science
2	Daram Pragathi	Higher Education	B.Com (CA)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science
3	YVijayalakshmi	Higher Education	B.Sc (MPCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science
4	Olipilli Neeraja	Higher Education	B.Sc(MCCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science
5	Dokku Vijay Kumar	Higher Education	B.Sc(MCCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science
6	Medisetty Naga Jagadeesh	Higher Education	B.Sc(MCCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science
7	Thokala Jaya Varshtha	Higher Education	B.Sc(MCCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science
8	Elisetti Lakshmi Sravani	Higher Education	B.Sc (MPCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science
9	Vempati Akhila	Higher Education	B.Sc(MCCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science
10	Kondaveeti Prathima	Higher Education	B.Com (CA)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science
11	Vadlani Jhansi	Higher Education	B.Sc (MPCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science
12	Osuri Rahel Sri	Higher Education	B.Sc (MPCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science

13	Kruttiventi Sushma Swaraj	Higher Education	B.Sc(MCCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science
14	Abdul Rasheed	Higher Education	B.Sc (MPCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science
15	Matta Krishna Sai	Higher Education	B.Sc (MPCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Computer Science
16	Manikonda Rose Manasa	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
17	Koyyi Veera Praveen	Higher Education	B.Sc(MCCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
18	Talasila Priyanka	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
19	Akula Ruthu Louis	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
20	Medisetty Sambasivarao	Higher Education	B.Sc(MCCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
21	Kalapala Madhu Priya	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
22	N T V NMahesh Babu	Higher Education	B.Sc (BZC)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
23	Marreddy Prasanth	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
24	Arepalli Santhi	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
25	Shaik Anwar Shareef	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
26	Chinamuttevi Yogavenkateswararao	Higher Education	B.Sc(MCCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry



27	Kollipara Sai Chandan(EWS)	Higher Education	B.Sc(ABC)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
28	Katta Lakshmi Tirupathamma	Higher Education	B.Sc(ABC)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
29	Yerrapothu Lakshmi Cherishma	Higher Education	B.Sc (BZC)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
30	Goriparthi Chandu	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
31	Arige Revathi(EWS)	Higher Education	B.Sc (BZC)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
32	Gunupuru Sravani	Higher Education	B.Sc (BZC)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
33	Karanki Venkata Siva Hemanth Kumar	Higher Education	B.Sc(MCCS)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
34	Kodali Sweety	Higher Education	B.Sc(ABC)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
35	Arepalli Bindu Madhavi	Higher Education	B.Sc (BZC)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
36	Vinnakota Akshitha	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
37	Abdul Gaffar	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
38	Yenugu Mohana Tulasi	Higher Education	B.Sc(ABC)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
39	Thummala Siva Sai Krishna(EWS)	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
40	Katta Ramyasri	Higher Education	B.Sc (BZC)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry

41	Goriparthi Venkata Sai Krishna	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
42	Parasa Anitha	Higher Education	B.Sc (BZC)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
43	Bhimavarapu Teja	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
44	Karnati Tulasi	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
45	Goriparthi Uday Bhaskar	Higher Education	B.Sc(ABC)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
46	Manepalli Siva Sarath	Higher Education	B.Sc(ABC)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
47	Veerla Mounika	Higher Education	B.Sc(ABC)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry
48	Pandi Naga Srinivasa Rao	Higher Education	B.Sc (M.P.C)	A.G. & S.G. Siddhartha Degree College of Arts & Science, Vuyyuru	MSc. Organic Chemistry


Principal

Adusumilli Gopalakrishnaiah & Sugarcane Growers
Siddhartha Degree College of Arts & Science,
Vuyyuru-521 165, Krishna District.

220 Y. Gayatri

AP LAW COMMON ENTRANCE TEST - 2023	
(Information as furnished by the Candidate)	
Entrance Exam	LAWCET 3 YEARS (ENTRANCE TEST FOR ADMISSION INTO THREE YEAR B.L.L.B COURSE)
Candidate's Name	: YADLAPALLI GAYATRI
Father's Name	: YADLAPALLI RAMAYYA
Mother's Name	: YADLAPALLI BHOOIAKSHMI
Registration No	: 2310061485
Date Of Birth	: 20/02/2003
Address	: 1-96/2, LAMBADIPETA VUYYURU KRISHNA ANDHRA PRADESH - 521165
Category	SC
Hall Ticket Number	3366020475
Gender	FEMALE
Local Status	AU
Scribe Required	NO
Test Date & Time	20-03-2023 (SATURDAY) 03:00 PM TO 04:30 PM
Test Centre	6602 - ION DIGITAL ZONE IIZ KANDRIKA VIJAYA DURGA COMPUTERS, NGOS COLONY, OPP. KANDRIKA BUS STOP, KANDRIKA, NTR DISTRICT, VIJAYAWADA, ANDHRA PRADESH, INDIA, 520015
Signature of the Candidate (To be Signed in the presence of the Invigilator)	  CONVENER

221 N. Pragathi Sri

AP LAW COMMON ENTRANCE TEST - 2023		APLAWCET/APPGLEET (Conducted by Acharya Nagarjuna University, Guntur on behalf of APSCE)	
AP LAW 3 YEARS (ENTRANCE TEST FOR ADMISSION INTO THREE YEAR B.L.L.B COURSE)			
Form #	: LAW CET 3 YEARS (ENTRANCE TEST FOR ADMISSION INTO THREE YEAR B.L.L.B COURSE)		
Qualifying Examination	: BA		
Qualifying Exam Hall Ticket No #	: 2011011		
Year of App./Passing the Qualifying Exam	: 2023		
Medium of Instruction at Qualifying Exam	: Telugu		
Place of Study - Intermediate or Equivalent	: Urban		
Candidate's Name #	: NANDA PRAGATHI SRI		
Father's Name #	: NANDA VASU		
Mother's Name	: NANDA JYOTHI		
Date of Birth (as per SSC or Equivalent) #	: 10/10/2001		
Gender	: FEMALE		
Category #	: SC		
Local Area	: AU		
Non-Minority / Minority	: Non-Minority		
Minority Category	: N.A		
Annual Income of the Parents (Rs.)	: Below Rs 1 Lakh		
Study Details	:		
Class - 9	Krishna	Class - 10	Krishna
Intermediate 1st Year/Equivalent	Krishna	Intermediate 2nd Year/Equivalent	Krishna
Degree 1st Year	Krishna	Degree 2nd Year	Krishna
Degree 3rd Year	Krishna		
Place of Study - SSC or Equivalent	: Urban		
SSC Hall Ticket Number & Year of Passing	: 1713123336 , March - 2017		
Intermediate / Equivalent Hall Ticket Number & Year of Passing	: 2025314947 , March - 2020		
Address	: D NO 2-59/A HARIZANAWADA, KADAVAKOLLU, VUYYURU, Krishna, ANDHRA PRADESH, 521164		
Address for Correspondence	: VUYYURU, Krishna, ANDHRA PRADESH, 521164		
Contact Telephone Number (Mobile)	: 9347242466	(c) E-Mail Id	: pragathisrinanada22@gmail.com
Aadhar Card number	: 218710650929		
Test Centre Preferences	:		
	Preference - 1	Preference - 2	Preference - 3
NTR	Vijayawada	N.A	N.A
KRISHNA	Machilipatnam	Gudlavalluru	N.A
(a) Fee particulars - Payment through	: ONLINE		(c) Amount (in Rs.) : \$14.16
(b) Payment Reference Id.	: P2310245614E		
* - These Fields CANNOT be edited by candidate, but written request can be made to the CONVENER or Regional Coordinator of AP LAW CET & AP PGLCET - 2023 or email to helpdeskaplwcet2023@gmail.com Remaining fields can be edited by the candidate during the permitted period. For any details contact at 0863-2346171.			
Declaration :	<p>1) I have carefully gone through the instruction booklet and I am conversant with the instructions. I shall abide by the eligibility conditions and other regulations to be satisfied for appearing at the entrance test and admission into any course prescribed. Further, I assure that, I will not involve in any malpractice or illegal activities in the entrance test. In case, I have furnished any false information or involved in any malpractice or illegal activities, I am liable for punishment as per the existing law.</p> <p>2) I am responsible for the corrections of the above details filled by me and the CONVENER, AP LAW CET & AP PGLCET - 2023 not responsible in anyway.</p>		
Date :	27/04/2023 01:10 PM		
Affix a recent color photograph (3.5 cmX3.5 cm) and get attested by a Gazetted Officer or the Principal of the College where studied (Well in advance BEFORE EXAMINATION) 	SIGNATURE and LEFT HAND THUMB impression of the candidate to be done in the presence of the Invigilator the day of Examination in the Examination Hall		
	SIGNATURE OF THE CANDIDATE in the presence of the Invigilator	Left Thumb Impression 	
Note : 1) ALL the candidates have to submit this form in the Examination Hall to the Invigilator. 2) Candidates are not allowed into the Examination Hall even if they are LATE BY A MINUTE. 3) This is computer Generated sheet and does not require the signature of the CONVENER, AP LAW CET & AP PGLCET - 2023			