

CONFIDENTIAL

10/01/2024

Tanguturi Kranthi

Subject: Offer of Internship

Dear Tanguturi Kranthi,

Based on our recent discussions, we are pleased to offer you an Internship with Accolite Digital India Pvt. Ltd. This internship will give you a significant experience and exposure and develop you into a qualified professional. Therefore, we do hope you will use this opportunity to add value mutually to and from the organization.

The details of your internship extension with us are as follows: -

1. Date of Joining: **29/01/2024**
2. Internship Duration: **29/01/2024 - 29/07/2024**
3. Location: **Bangalore**
4. Stipend: **20,000 per month**

**Probation:**

You shall initially be under probation for a 30-day period from the date of joining our service. The Company reserves the right to terminate your internship at any time during your probation. You will be required to give 15 days' notice in writing to Accolite in case you wish to resign / leave the services. In the event of your failing to give notice as stated herein above, Accolite may deduct from the dues payable to you. The decision of Accolite Management in this regard will be final and binding on you. On satisfactory completion of your probation, your Internship will be deemed confirmed. Accolite reserves the right to confirm your appointment and terminate this even before the expiry of the said 30-day period.

**Separation at the instance of the employee:**

You agree that if you resign from Accolite before completion of your internship program or decline the full-time offer from Accolite, in the event that Accolite extends the same to you; or resign from full-time position within one (1) year of joining Accolite thereafter, you are liable to pay as below:

- a) You agree that you shall return the stipend amount paid to you during the internship period duration.
- b) The expenditure incurred by Accolite on account of your Accolite University program, training, and development, capped at **INR 2,50,000**. Although the said investment in terms of your training, leadership time and the emotional and professional investment from senior employees and peers is unquantifiable, it has been capped to your advantage for the purposes of this agreement.

Tanguturi Kranthi

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

# ADMY BRAND



**LETTER NUMBER: AL2022W8050**  
**DATE: 26th JAN 2024**  
**TO: MR. GNANI PASUPULA**

Subject: **OFFER LETTER**

Dear Gnani,

We are pleased to confirm our verbal offer of employment to you for a regular full-time internship position with ADmyBRAND as **React JS Developer** from **01<sup>st</sup> Feb 2024 to 31<sup>st</sup> May 2024** with fixed remuneration of **INR 25,000 per month** for assisting team to fine tune our website. You will also get an additional variable stipend up to INR 5,000 based on your performance during this internship. As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

This letter, along with the enclosed Annexures, outlines the obligations of both Company and yourself with respect to your employment conditions, and is governed by the laws of the Republic of India. It details the terms and conditions of your employment with Company, and will form our agreed upon employment contract with you once signed.

Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Annexures, initialing each page in the right-hand bottom corner, and returning it to me upon your earliest convenience, not later than your first day of employment.

We look forward to welcoming you to the Company team and wish you a successful and rewarding career with us.

I, **Gnani Pasupula** acknowledge that I have read, understood and accept this offer and the terms and conditions contained in the attached Annexures and agree to be bound by the terms and conditions of employment as outlined therein.

*gnani*

Signature

26-01-2024

Date

Gachibowli, Hyderabad

Place

**SORCERER TECHNOLOGIES INDIA PRIVATE LIMITED**

**Email:** [career@admybrand.com](mailto:career@admybrand.com) || **Web:** [www.admybrand.com](http://www.admybrand.com)

11th Jul 2024

TO WHOMSOEVER IT MAY CONCERN

Sub: Internship of Shivani Gupta at Amazon India ,Bangalore

This is to certify that **Shivani Gupta** a student of **Vasavi College of Engineering** has completed her internship with **Amazon Development Centre India Pvt. Ltd.** from **20-May-2024** to **12-Jul-2024**

The Project was titled **Update Campaigns with DataDestination** and assigned by **IoT Auto** team under the guidance of **B Thavamani Rajan**. She has successfully completed all the requirements of the project.

We wish her the very best in her future endeavors.

Regards,

For Amazon Development Centre India Pvt. Ltd.

6th Sep 2024

TO WHOMSOEVER IT MAY CONCERN

Sub: Internship of R Vinoothna at Amazon India ,Bangalore

This is to certify that **R Vinoothna** a student of **Vasavi College Of Engineering** has completed her internship with **Amazon Development Centre India Pvt. Ltd.** from **15-Jul-2024** to **06-Sep-2024**

The Project was titled **IN Fresh WhatsApp Notification** and assigned by **Grocery Fulfilment** team under the guidance of **Prakash Choudhary**. She has successfully completed all the requirements of the project.

We wish her the very best in her future endeavors.

Signature Not Verified

Digitally signed by DS AMAZON DEVELOPMENT CENTRE (INDIA)  
PRIVATE LIMITED 6  
Date: 2024.09.06 11:31:54 IST  
Bangalore



For Amazon Development Centre India Pvt. Ltd.

Selected for Amazon ML Summer School 2023!

AmazonMLSummerSchool <mlsummerschool@amazon.com>

Thu, 14 Sept, 2023 at 7

# Amazon ML Summer School

Dear Student,

Congratulations on being selected at Amazon ML Summer School 2023!

Hi,

You get to be a part of **Amazon ML Summer School 2023** an integrated learning experience that will help you learn about key machine learning (ML) topics. The curriculum will cover the fundamental concepts while linking them to practical industry applications through an immersive experience. The program is a great opportunity for students to learn from and interact with Scientists at Amazon who have immense knowledge in their ML domain. The eight modules on ML topics that will be covered in Amazon ML Summer School 2023 have been listed below -

- 1) Supervised Learning
- 2) Deep Neural Networks
- 3) Dimensionality Reduction
- 4) Unsupervised Learning
- 5) Probabilistic Graphical Models
- 6) Sequential Learning
- 7) Causal Inferencing
- 8) Reinforcement Learning

Duration of each module will be around 3-5 hours followed by 1 hour of interactive Q&A with tenured Amazon Scientists who are experts in the respective ML domains. The program is spread over **September 16 - October 8, 2023** and the timings will be **9:00 AM IST - 5 PM IST**. The exact module-wise program timeline and procedure to attend the program virtually will be shared with you shortly.

- In-depth knowledge on key ML topics from Amazon Scientists
- Platform to interact with Scientists and learn about break-through innovation
- Opportunity to prepare for a career in ML

To ensure you have received this mail and will be attending the Amazon ML Summer School please fill this [form](#) for our record latest by **1 PM IST on September 15, 2023**.

In case you have questions feel free to write to [mlsummerschool@amazon.com](#) with subject 'ML Summer School 2023 Select | <Topic>' and we will try responding to your queries at the earliest.

We look forward to having you onboard with us for **Amazon ML Summer School 2023!**

Thanks & Regards,

**AMAZON ML SUMMER SCHOOL**

For more information visit [Amazon ML Summer School](#)



## ML Summer School 2023 Complete Schedule!

AmazonMLSummerSchool <mlsummerschool@amazon.com>  
To: padmalaharsha333@gmail.com <padmalaharsha333@gmail.com>

Fri, 15 Sept 2023 at 2



Dear Harsha vardhan padmala,

We hope you are geared up for Amazon ML Summer School 2023! Please find the schedule for the program with registration links to each session

attached schedule

DATE	MODULE/ AGENDA	TOPIC	SCIENTIST FACILITATOR	TIME DURATION (IST)
16-Sep	Welcome Note	ML Summer School Welcome Note - <a href="#">Click here to register</a>	Aroop S V K K Saladi	9:00 AM - 9:30 AM
	Module 1	Supervised Learning - <a href="#">Click here to register</a>	Anil Kumar Neelakanti/Abhishek/Mayank Sharma	9:30 AM - 1:00 PM
		Q&A Session - <a href="#">Click here to register</a>	Mayank/Sanjay	3:00 PM - 4:00 PM
17-Sep	Module 2	Deep Neural Networks - <a href="#">Click here to register</a>	Faizan Ahemad	9:00 AM - 12:00 PM
		Q&A Session - <a href="#">Click here to register</a>	Faizan/Yash	3:00 PM - 4:00 PM
23-Sep	Module 3	Dimensionality Reduction - <a href="#">Click here to register</a>	Atul Saroop	9:00 AM - 11:00 AM
		Q&A Session - <a href="#">Click here to register</a>	Prince Jain/Ashutosh Kumar	3:00 PM - 4:00 PM
24-Sep	Module 4	Unsupervised Learning - <a href="#">Click here to register</a>	Niloptal/Jiten Rana/Anish	9 AM - 11:30 AM
		Q&A Session - <a href="#">Click here to register</a>	Vishnu/Arindam	3:00 PM - 4:00 PM
30-Sep	Module 5	Probabilistic Graphical Models - <a href="#">Click here to register</a>	Philip/Gokul Swamy	9:00 AM - 11:30 AM
		Q&A Session - <a href="#">Click here to register</a>	Vu Nguyen	3:00 PM - 4:00 PM
1-Oct	Module 6	Sequential Models - <a href="#">Click here to register</a>	Aravind	9:00 AM - 11:30 AM
		Q&A Session - <a href="#">Click here to register</a>	Pritam/Faizan/Ashutosh	3:00 PM - 4:00 PM
7-Oct	Module 7	Reinforcement Learning - <a href="#">Click here to register</a>	Anirban	9:00 AM - 11:15 AM
		Q&A Session - <a href="#">Click here to register</a>	Anirban Majumdar	3:00 PM - 4:00 PM
8-Oct	Module 8	Causal Inference - <a href="#">Click here to register</a>	Abhirup	9:00 AM - 11:45 AM
		Q&A Session - <a href="#">Click here to register</a>	Abhirup Mondal	3:00 PM - 4:00 PM

How to register and attend the sessions?

Please click on links in the table above (check hyperlinks). You will have to click each link separately and register for every session. You are requested to use one of the email IDs used for participating in ML Summer School to register for the webinar. To attend a session, please click on the session link in the invite mail sent by 'sp-apac-virtualevents@amazon.com' (post registration) at the time of each session. Towards the end of every module you will receive a feedback link for that particular module, do fill the short survey for us to understand your experience better.

In case you have questions please feel free to write to [mlsummerschool@amazon.com](mailto:mlsummerschool@amazon.com) and we will be responding to your queries at the earliest.

with subject 'ML Summer School 2023 Select 1 <Topics>' and we will

We look forward to having you onboard with us for Amazon ML Summer School 2023

Thanks & Regards,

AMAZON ML SUMMER SCHOOL

For more information visit <https://aws.amazon.com/mlsummerschool/>

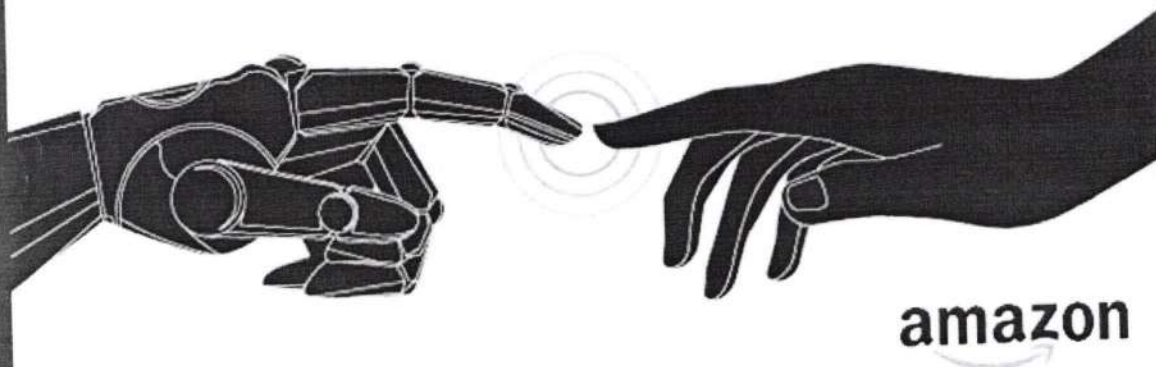
# Amazon ML Summer School

## LETTER OF ACKNOWLEDGEMENT

This is to acknowledge that **Sanath Macha** from **Vasavi College of Engineering** has attended Amazon ML Summer School 2023 - an integrated learning program for students on key Machine Learning (ML) topics including Supervised Learning, Deep Neural Networks, Dimensionality Reduction, Unsupervised Learning, Probabilistic Graphical Models, Sequential Learning, Causal Inference and Reinforcement Learning. Amazon ML Summer School 2023 was held virtually on September -16, 17, 23, 24, 30, October - 1, 7 and 8.

### Date

November 7, 2023





13

1602-20-737-086  
Naveen Reddy. N  
(Intern)

**AT&T Communication  
Services India Pvt. Ltd.**  
13<sup>th</sup> Floor, Mohan Dev  
House 13 Tolstoy Marg,  
New Delhi 110001, India

Tel: 91. 11.42408774  
Fax: 91. 11.42408775  
91. 11.42408774  
www.ap.att.com

CIN: U64203DL1996PTO78375

November 29, 2023

To,

**Naveen Reddy Nomula**  
Vasavi College of Engineering

**REF: INTERNSHIP AND PRE-PLACEMENT OFFER WITH AT&T COMMUNICATION SERVICES INDIA PVT LTD.**

Dear Naveen Reddy,

With reference to the interview that you have had with us, it gives us great pleasure to offer you an **Internship** at **AT&T Communication Services India Pvt Ltd.** (the "Company"). In addition to confirming the offer, this letter will describe the terms and conditions of your Pre-placement offer. We hope that this opportunity will provide you with exposure to technology and corporate work culture besides helping you to fulfill the criteria for your academic course.

**Title:** Your title will be '**Staff Associate Technical Intern**'. You will be informed about your manager by the Company at the time of joining and subsequently whenever there is a change in manager.

**Terms and Conditions:**

**Location:** You will report for joining at **Hyderabad** office. Post onboarding training you will be required to work from Hyderabad or Chennai office as per business requirement.

**Effective Date:** Your internship duration will be **Six Months** from **January 17, 2024** or other mutually agreed date and may be extended by mutual consent based on performance appraisals and progress of learning.

**Timings:** The work hours during the internship will be 8 hours per day besides a meal break of one hour as per the company policy, which may include shift timings.

**Payment Terms:** This internship is for the purpose of training only and will not be deemed to be employment. You will receive a stipend of **Rs. 45,356.00** per month during your period of internship, less all applicable taxes. This stipend is assuming attendance on all the company working days during the month; stipend will be paid pro-rata in the event of absence on any grounds. Payment of stipend will be as per the Company's prevailing practice, in arrears, for the completed month.



Job Confirmation: On successful completion of 3 months from the start date, your performance will be evaluated and based on the feedback you may be eligible for a permanent position with AT&T subject to the terms and conditions of the company. You will receive a confirmation letter from the Company, if selected for the permanent position. Your internship will be continued till the end of your academic's course.

Leave: Intern will be eligible for one day of casual/sick leave per month and any leave/s consumed beyond the eligibility will be treated either as Loss of Pay (LOP) or will be added to the internship duration as applicable.

Salary for Permanent Position: You will be eligible for an Annual Compensation in the range of **minimum INR 12,00,000/Annum to INR 16,00,000/Annum** (CTC - Cost to Company) depending on the role of your final placement, as a regular employee of the Company.

Student Verification: The internship offer is subject to your providing a letter from your college/training institution certifying your registration as a student at the college/training institution for the duration of the internship. Student internship will be terminated if the intern is no longer a student in the college/training institute.

Confidentiality, Non-Disclosure, Network & Application Use and Intellectual Property Rights: You will be required to adhere to the terms given in Annexure I to this offer letter. The Annexure mentioned shall be deemed to be integral part of this offer document.

Conduct: You will abide by the rules and regulations of the Company as may be enforced from time to time, including dress code and ethical conduct as applicable for other personnel in the Company.

At-Will Contract: Your Internship contract with the Company is "At-Will." This means that you have the right to terminate your Internship contract at any time and for any reason. Likewise, the Company may terminate your Internship contract with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continuing/assured internship. As such, the recitation of certain time periods in this letter is also not to be construed or interpreted as containing any guarantee of internship period or any particular level or nature of compensation.

Background Verification: Your appointment for Internship will be subject to successful completion of background verification.

Indemnity: Your Internship contract is conditional to your providing an Indemnity Undertaking to the Company as Annexure II to this offer letter. Failure to provide this Indemnity Undertaking will render your Internship contract null and void.



This letter (together with the attached Annexures) reflects the entire agreement regarding the terms and conditions of your internship contract. Accordingly, it supersedes and completely replaces any prior oral or written communication on this subject. This letter may not be modified or amended except by a written agreement, signed by the Company and by you.

We welcome you onboard and expect that our relationship will be mutually rewarding. As a token of your acceptance, please sign one copy of the offer letter and return it to the Company.

Sincerely,  
For AT&T Communication Services India Pvt. Ltd.

Mohan N Digitally signed by  
Mohan N  
Date: 2023.12.01  
17:48:41 +05'30'

Authorized Signatory

Date:

Acknowledged and Agreed

Naveenreddy  
Naveenreddy (Dec 4, 2023 19:12 GMT+5.5)

Candidate Name: Naveen Reddy Nomula

Date:04/12/2023



## ANNEXURE I

### TERMS AND CONDITIONS FOR STUDENT INTERNSHIP

#### 1. CONFIDENTIALITY AND NON-DISCLOSURE

- 1.1 For the purpose of this offer letter, the term "**Confidential Information**" means and includes, without limitation: any trade secrets, knowledge, data or other proprietary or confidential information relating to products, processes, know-how, intellectual property, designs, developmental or experimental work, ideas, innovations, computer programs, computer artwork, databases, other original works or authorship, client/customer lists, business plans, marketing plans and strategies, financial information or other subject matter pertaining to any business of the Company or any of the Company's clients, consultants or licensees, which may or may not be registered under any of the laws pertaining to protection of intellectual property rights in the country; personnel data information and materials developed, collected or used by the personnel of the Company, information related to deals or proposed deals to be entered into by the Company, information disclosed by third parties with which the Company may have a business relationship, business practices and all other proprietary information, methods and property of the Company, whether in tangible and/or intangible form, all information that is classified as restricted, proprietary and confidential as per AT&T policies related to protection of proprietary and Confidential Information.
- 1.2 The Intern recognizes, acknowledges and accepts that during the internship period, he/she would be exposed to and has access to a substantial amount of Confidential Information pertaining to Company's business and/or the business of its affiliates as the case may be, and/or of the clients.
- 1.3 The Intern shall not, either during the internship period or thereafter except in the proper course of his/her duties, divulge to any person whomsoever and shall use his/her best endeavors to prevent the unauthorized use, dissemination, publication or disclosure of any Confidential Information. The Intern shall not, either during the internship period or thereafter, use the Confidential Information for his/her own benefit, or for the benefit of a third party, and will not permit such use, except with the prior, express written consent of the Company.
- 1.4 Persons providing the Confidential Information to the Intern shall include, but not be restricted to directors of the Company or its affiliates, promoters/shareholders of the Company or its affiliates, authorized representatives of the Company or its affiliates, interns/officers/trainees of the Company or its affiliates, consultants appointed by the Company or its affiliates and clients of the Company.
- 1.5 If the Intern is directed by court order or other legal or regulatory request to disclose Confidential Information, the Intern shall immediately notify the Company in writing, in sufficient detail immediately upon the receipt of such court order or request, in order to enable the Company to make an application for an appropriate protection order.



- 1.6 The Intern understands and agrees that the Company is providing Confidential Information to the Intern in pursuance of the Intern's unconditional undertaking mentioned above.
- 1.7 Disclosure of Confidential Information pursuant to this Section 1 shall, in no case, be construed as granting to the Intern, expressly or implicitly any license, proprietary title or interest whatsoever with respect to the Confidential Information prior, during or subsequent to this internship.
- 1.8 The Company shall bear no liability, either to any third party or the Intern, arising out of or relating to the use of the Confidential Information by the Intern for the purpose other than what it has been imparted in the first instance by the Company and any such unauthorized use of the Confidential Information shall be solely at the risk, cost and consequence of the Intern. Without prejudice to the aforesaid, it is further clarified and agreed that in case of any unauthorized use of the Confidential Information or breach of any other covenant under this Section 13, the Company shall, at all times be entitled to the remedies available to it under law and in this Internship Offer, including those set out above.
- 1.9 The Company may require and upon such request the Intern shall execute non-disclosure letters or confidentiality undertaking/agreements (in the form acceptable to the Company) with the Company or its affiliates or its clients or any other entity with which the Company or its affiliates have a business relationship.
- 1.10 The final internship project report will be submitted to the Supervisor assigned by the Company for review. The supervisor will edit the same for ensuring that confidentiality and Intellectual Property Rights are not violated. The project report will not be submitted in college/training institution without Supervisor's written consent.

## **2. NETWORK AND APPLICATION USAGE**

- 2.1 The Company may provide to the Intern a network/application login identity and password to enable the Intern to access the data/information/applications stored on the Company's network. The Intern undertakes not to use the network/application login identity and password except for the purpose of performing his/her duties and responsibilities as an Intern of the Company. The Intern shall not in any manner discuss or divulge the network/application login identity and password or any other information which the Intern gains from the Company's network, to any third person including any other intern of the Company.
- 2.2 The Intern shall not attempt to gain access to network/application login identity or password of any other intern of the Company.
- 2.3 In the event the confidentiality of the Intern's network/application login identity or password has been breached or compromised, the Intern shall immediately contact the Company's IT department for being assigned a new network/application login identity and password.



### **3. RIGHT TO INTELLECTUAL PROPERTY RIGHTS AND INVENTIONS**

- 3.1 For the purpose of this Section the term 'Invention' means any discovery, invention, original work of authorship, improvement, modification, adaptation, process, formulae or technique, whether patentable or not and including works which can be protected under the applicable copyright laws.
- 3.2 The Intern agrees that he/she shall promptly make full written disclosure of all Inventions which the Intern may solely or jointly conceive or develop or which arises out of, or is in any way connected with his/her internship with the Company. Such Invention and all intellectual property rights therein shall be and remain the sole and exclusive property of the Company. The Intern shall not during or at any time after the completion, expiry or termination of internship in any way question or dispute the ownership of the Company over such Invention or any such rights relating thereto.
- 3.3 The Intern agrees that at the time of leaving the internship of the Company, the Intern shall return to the Company and will not retain, keep in his/her possession, recreate or deliver to anyone else, any and all devices, records, data notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or any other material relating to the Inventions. All such devices, records, data notes, reports etc. as aforesaid relating to Inventions shall also form part of Confidential Information.

### **4. RESTRICTIONS ON USE OF ELECTRONIC EQUIPMENT**

- 4.1 Please note that you will not be allowed to bring personal laptops, computers or any other similar electronic equipment into the company or try to access company network with such equipment.
- 4.2 All computers and other electronic equipment provided by the Company would have to be returned on conclusion of the internship.



**AT&T Communication  
Services India Pvt. Ltd.**  
13<sup>th</sup> Floor, Mohan Dev  
House 13 Tolstoy Marg,  
New Delhi 110001, India

Tel: 91. 11.42408774  
Fax: 91. 11.42408775  
91. 11.42408774  
www.ap.att.com

CIN: U64203DL1996PTO78375

November 29, 2023

To,

**Afreen Shaik**  
Vasavi College of Engineering

**REF: INTERNSHIP AND PRE-PLACEMENT OFFER WITH AT&T COMMUNICATION SERVICES INDIA PVT LTD.**

Dear Afreen,

With reference to the interview that you have had with us, it gives us great pleasure to offer you an **Internship at AT&T Communication Services India Pvt Ltd.** (the "Company"). In addition to confirming the offer, this letter will describe the terms and conditions of your Pre-placement offer. We hope that this opportunity will provide you with exposure to technology and corporate work culture besides helping you to fulfill the criteria for your academic course.

Title: Your title will be '**Staff Associate Technical Intern**'. You will be informed about your manager by the Company at the time of joining and subsequently whenever there is a change in manager.

Terms and Conditions:

Location: You will report for joining at **Hyderabad** office. Post onboarding training you will be required to work from Hyderabad or Chennai office as per business requirement.

Effective Date: Your internship duration will be **Six Months** from **January 17, 2024** or other mutually agreed date and may be extended by mutual consent based on performance appraisals and progress of learning.

Timings: The work hours during the internship will be 8 hours per day besides a meal break of one hour as per the company policy, which may include shift timings.

Payment Terms: This internship is for the purpose of training only and will not be deemed to be employment. You will receive a stipend of **Rs. 45,356.00** per month during your period of internship, less all applicable taxes. This stipend is assuming attendance on all the company working days during the month; stipend will be paid pro-rata in the event of absence on any grounds. Payment of stipend will be as per the Company's prevailing practice, in arrears, for the completed month.

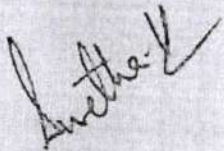
All rights reserved. AT&T, the AT&T logo and all other AT&T marks contained herein are trademarks of AT&T Intellectual Property and/or AT&T affiliated companies.

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Ayodhyapuram Charan Kumar Reddy**, student from **Vasavi College Of Engineering, Hyderabad** has successfully completed his summer internship with **Castlight Health India Private Limited** (part of apree Health brand). He worked on '**Developing a website which is a user friendly social platform**' at **Castlight India** starting from 5th July 2023 to 31st August 2023 under the guidance of **Naga Gangadhar Reddy**, Senior Manager. During the internship tenure he has been very focused, dedicated and engaged throughout his internship period.

We wish him all success in his future endeavors.

For Castlight Health India Pvt Ltd.,



**Swetha Kumili**

**Director - HR Site Leader**



Cisco Systems (India) Private Limited  
SEZ Unit, Cessna Business Park  
Kadubeesanahalli Village  
Varthur Hobli, Sarjapur Marathalli Outer Ring Road  
Bangalore, Karnataka 560103  
CIN: U31909KA1995PTC019505  
India

Dear **Shaik Abdul Rahman**

Congratulations on your offer to join Cisco.

At Cisco, our commitment is to drive the most trusted customer experience in the industry, through our innovation, choice, and extraordinary people. We have a unique opportunity to build a better, more equitable, and inclusive future for everyone.

Day to day, we make a meaningful difference for our people, our customers, and the world around us. We support each other and work together to create shared success that will benefit everyone. As we bring our talents and ideas together, we hope you will join us as we work to empower an inclusive future for all.

We're offering you a position as a **Technical Intern I, Grade 99** in **123 - Cisco Systems (India) Private Limited**. You'll report to me, **Aarushi Bhatnagar** [jaarbhatn@cisco.com](mailto:jaarbhatn@cisco.com) and you'll start in our **IND-BANGALORE.NON-REMOTE** office.

**When you'll start**

We're planning for you to start on **10-Jan-2024** (Start Date). If this date won't work for you, please email me (**Aarushi Bhatnagar** [jaarbhatn@cisco.com](mailto:jaarbhatn@cisco.com)) with the date you prefer and we can discuss options. You just need to make sure it is at least two weeks after we received all your signed documents.

**What Happens Next?**

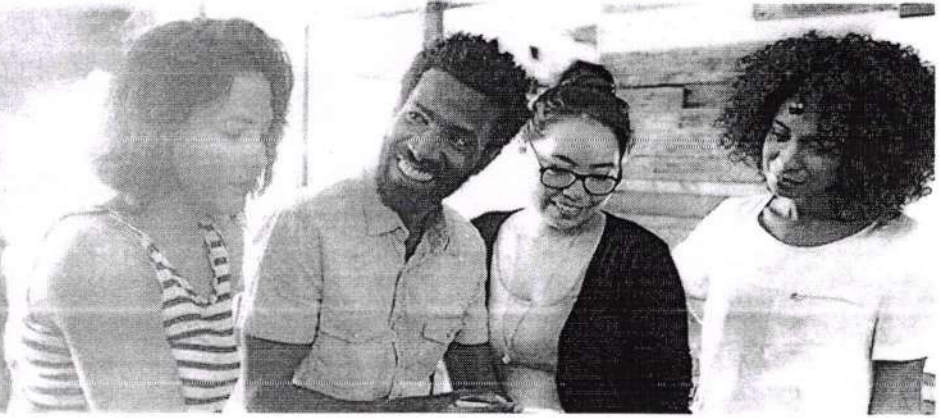
Please let us know your response to this offer by **14-Nov-2023** by either accepting this offer or contacting your recruiter or me to discuss.

If you accept the offer, you'll get access to our hiring portal, "My Documents Space" where you'll find more about what you need to get started on your Cisco career journey, including an overview of the benefits that are offered to our employees in India.

Get in touch if you have any questions. Reach out to me personally, or your recruiter, who is also a great source of information. It's been a pleasure getting to know you, **Shaik Abdul Rahman**. I look forward to having you on our team!

Welcome to Cisco!

**Aarushi Bhatnagar** [jaarbhatn@cisco.com](mailto:jaarbhatn@cisco.com)  
Leader, Learning & Development



Cisco Systems (India) Private Limited  
SEZ Unit, Cessna Business Park,  
Kadubesanahalli Village  
Varthur Hobli, Sarjapur Marathalli Outer Ring Road  
Bangalore, Karnataka 560103  
CIN: U31909KA1995PTC019505  
India

Dear **Sree Surya**

Congratulations on your offer to join Cisco.

At Cisco, our commitment is to drive the most trusted customer experience in the industry, through our innovation, choice, and extraordinary people. We have a unique opportunity to build a better, more equitable, and inclusive future for everyone.

Day to day, we make a meaningful difference for our people, our customers, and the world around us. We support each other and work together to create shared success that will benefit everyone. As we bring our talents and ideas together, we hope you will join us as we work to empower an inclusive future for all.

We're offering you a position as a **Technical Undergraduate Intern**, Grade **99** in **123 - Cisco Systems (India) Private Limited**. You'll report to me, **Chethna Hemanth |chemanth@cisco.com** and you'll start in our **IND-BANGALORE.NON-REMOTE** office.

**When you'll start**

We're planning for you to start on **22-Jan-2024** (Start Date). If this date won't work for you, please email me (**Chethna Hemanth |chemanth@cisco.com**) with the date you prefer and we can discuss options. You just need to make sure it is at least two weeks after we received all your signed documents.

**What Happens Next?**

Please let us know your response to this offer by **05-Dec-2023** by either accepting this offer or contacting your recruiter or me to discuss.

If you accept the offer, you'll get access to our hiring portal, "My Documents Space" where you'll find more about what you need to get started on your Cisco career journey, including an overview of the benefits that are offered to our employees in India.

Get in touch if you have any questions. Reach out to me personally, or your recruiter, who is also a great source of information. It's been a pleasure getting to know you, **Sree Surya**. I look forward to having you on our team!

Welcome to Cisco!

**Chethna Hemanth |chemanth@cisco.com**  
Leader, Engineering



01-Dec-2023

**Sree Surya Devarakonda**  
Flat No.107, 2-2-1130/4,4/1,5 Sridhar Plaza and Nataraj Residency, New Nallakunta, Hyderabad  
Hyderabad, Telangana 500044

Re: Appointment as **Technical Undergraduate Intern**, grade 99 with Cisco Systems (India) Private Limited.

This is with reference to your request for training. We are pleased to inform you that we will offer you an internship as a **Technical Undergraduate Intern**, grade 99 in **123 - Cisco Systems (India) Private Limited ("the Company")** on the following terms and conditions:

#### **1. Commencement of Internship**

Your Internship will commence on **22-Jan-2024** and will be for a fixed term of **6 months ("Term")** which means, subject to the right of termination set out in this letter, it will terminate no later than **28-Jun-2024**. You will be based at **123 - Cisco Systems (India) Private Limited, IND-BANGALORE, KARNATAKA, INDIA**.

#### **2. Whole time Internship**

During the Term you, being in the whole time Internship of the Company, shall not engage or associate yourself directly/indirectly or in any other manner, whatsoever, in any other post or work part time or pursue any course of study without the prior permission of the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not undertake any work other than what has been assigned to you. You shall not directly or indirectly be connected with, concerned, employed or engaged in any other business or activities whatsoever, without the prior permission of the Company and shall not accept any emoluments, commission or honoraria whatsoever from anyone.

#### **3. Place of posting and assignment**

Your primary work location will be at the Company office at **IND-BANGALORE, KARNATAKA, INDIA**. You may be transferred to any place of business of the Company as existing/operating presently or acquired or set up later in any part of India or abroad at any time. You may be required to undertake work of any associate, sister concerns, subsidiaries or any other companies, concerns, organizations, firms with whom the Company may make such arrangement or agreement. Depending on the exigencies of work or any external factors, you may be required to work from home for such periods as may be determined by the Company. Once the Company determines that it is appropriate, having regard to its operational needs, to have you work from your primary work location, you shall commence work from your primary work location. The Company will give you reasonable notice for you to transition to your primary work location. If you do not commence work from your primary work location by the given date, then the Company reserves the right to terminate your employment forthwith.

#### **4. Office Hours**

You are expected to work during the Company's normal business hours. The normal working days will be five days a week. However, you may be required to work in excess of the Business Hours or outside normal working days as necessary to perform your duties and responsibilities.

#### **5. Termination**

In the event of gross misconduct or commission of a serious breach of the terms of your Internship by you, the Company is entitled to terminate your Internship with immediate effect without prior notice or payment in lieu.

In case of termination due to above mentioned reason, the company reserves the right to in addition terminate the full-time offer as referred to in Section 15 below.

#### **6. Duties**

Your responsibilities and duties will be intimated to you upon the commencement of your Internship.

### 7. Stipend and Allowances

All payments of stipend and any other emoluments will be paid according to local payroll practices. Your monthly Stipend which is based on a 40 hour work week will be **INR 88,000.00**

Stipend Details	In INR per month
Stipend per month	INR 88,000.00
Accommodation Allowance	INR 10,000.00
Total	INR 98,000.00

**\*Note:**

Stipend and accommodation allowance (a & b) shall be paid effective joining and start of your assignment with the company. This amount shall be paid less tax and other authorized deductions.

**a) Tax**

It is your responsibility to meet all requirements under the Indian tax laws including tax compliance and filing of personal tax returns in respect of all payments paid to you under this letter. Taxes on any payment made under this letter will be borne by you. The Company shall deduct Tax at source ("TDS") on any payments under this letter that require such deduction to be made by the employer in accordance with the Indian tax laws.

### 8. Company Property

You shall always maintain in good condition, any of the Company's property, which may be given to you: by your leaders; by persons under whom you are placed to work in the overall interest of the Company; or otherwise for official use during the course of your Internship. You must return all Company property on request or on the termination of your Internship, failing which the Company will recover the cost of such property from you.

### 9. Additions / Alterations

You shall, in addition to the general service conditions as specifically stated herein above, be governed by other rules, regulations, practices, systems, procedures and policies as are in force or may be added, altered, modified or omitted/deleted by the Company from time to time.

### 10. Leave and Holidays

You will not be eligible for Annual Leave during the course of your internship. However you will be eligible for any festival or public holiday that may fall as per Cisco policies.

### 11. Confidentiality

You shall not disclose, divulge or communicate in any manners, either directly or indirectly any confidential information of the Company, nor any of its trade secrets or know-how to any person, firm, corporation, association or other entity for any reason or purpose whatsoever. You shall observe and abide by all the terms of the Proprietary Information and Invention Agreement, as if the same was set out hereunder, in verbatim. The Proprietary Information Agreement is coterminous with this letter and breach of the Proprietary Information and Invention Agreement or any of its terms will be considered to be a breach of the terms of this letter, giving grounds for immediate termination of your Internship.

### 12. Notices

All notices, consents, requests or other communications made either by you or the Company will be in writing and personally delivered or transmitted by registered or certified mail or courier or by facsimile at the addresses indicated in this letter.

### 13. Accuracy of Information

Your appointment is being made on the basis of the information and details given by you in the application for Internship. If, at any time, any information or detail given by you is found incorrect or false, your services will be liable for termination without any notice, salary in lieu of notice or compensation. No charge sheet or disciplinary action will be necessary.

On your first day of work you will be required to present evidence of authorization to work. If you require sponsorship by Cisco to obtain work authorization, you must let us know immediately. Also, please be aware not every position or individual qualifies for visa sponsorship. Accordingly, this offer of Internship is contingent upon your obtaining and providing evidence of proper authorization to work for Cisco.

**14. Applicable Law**

This letter shall be construed and governed by the laws of India.

**15. Full Time Offer**

In case a full-time offer has been extended to you by the company, it shall be made effective on satisfactory completion of the internship. The company also reserves the right to withdraw this commitment on account of any other business or extenuating factors.

I take this opportunity to congratulate you on your appointment and welcome you to our company.

Please return a signed copy of this letter to indicate your acceptance of this Internship offer letter, its terms and conditions as listed above and the attached agreements.


Yours sincerely,

**For 123 - Cisco Systems (India) Private Limited**



**Priyanka Bhagat  
MANAGER.CAREER SERVICES**

I have read and understood the above terms and conditions governing my Internship with the Company and the same are acceptable to me in totality and confirm my agreement to the terms of this letter.

**START DATE:** <sup>DocuSigned by:</sup> **22-Jan-2024**  
Signature :   
Name : 2F888C6465C4426...  
Place :  
Date :

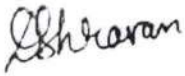
INTERNSHIP COMPLETION LETTER

DATE: 10-06-2024

This is to certify that Shiv Muthyapwar has successfully completed his/her internship with the Product Development team at Darwinbox between 16-01-2024 and 31-05-2024.

I consider his/her work to be of good quality and his/her ideas shown to be of great value to our organization. In his/her daily work, tackling the tasks assigned, he/she displayed flexibility and creativity, and an ability to smoothly communicate to get the jobs done.

Best regards,



Shravan Kumar Dullur  
HR, Darwinbox Digital Solutions Pvt Ltd

Darwinbox Digital Solutions Private Limited

Regd office address: 5th floor, Plot #17, Kavuri Hills,  
Madhapur Rd, Opp Best Western Jubilee Ridge,  
Kavuri Hills Phase 1, Jubilee Hills.

Corporate office address: Skootr Managed Office,  
Block C, RMZ Futura, 3rd Floor, Plot No. 14 and 15,  
Survey No. 64 (P), Road No. 2, Hitec City Layout,  
Madhapur, Hyderabad - 500081, Telangana

CIN: U74900TG2015PTC101793

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

 [contact@darwinbox.in](mailto:contact@darwinbox.in)

PRIVATE AND CONFIDENTIAL

May 30, 2024,  
Galipelli Sai Niranjan,  
A052457511,  
H NO 250, Padmanagar  
Kharlmanagar – 505001.

Dear Galipelli Sai Niranjan,

Subject: DTI Apprenticeship Programme\_Contract Offer Letter

Congratulations on your selection for the Apprenticeship Programme, offering you the opportunity to be a part of the **World's Best Bank** and contribute to India's growth story in our journey towards becoming a **World-Class Engineering Organization!**

We, DBS Technology Services India Private Limited (formerly known as 'DBS Asia Hub 2 Private Limited') ("Company"), are pleased to offer you a **12-month Apprenticeship Programme (Hybrid)** which comprises of **Initial 8 months of Virtual program** (commencing from: June 12, 2024) followed by **4 months of Work In Office programme**.

Eligibility for the **4 month of Work In Office programme (term)** is subjected to successful completion of 8-month Virtual programme, qualifying the designated evaluation process and prevailing business demand.

#### Stipend

- You are eligible for a stipend of INR 9,000 per month during **8 months of Virtual programme** subject to applicable tax deductions at source.
- You are eligible for a stipend of INR 36,000 per month during **4 months of Work in Office programme** subject to applicable tax deductions at source.

#### Benefits

You shall be entitled to a host of benefits which covers 1 sick leave and 1 casual leave per month (during **4 months of Work In Office programme**) with medical and accidental insurance coverage of INR 1,00,000 and INR 2,00,000 respectively for 12 months.

Also, you will be entitled for Company recognitions program named as ITQ/WeTQ during this period (4 months).

#### Income Tax

You will be responsible for the full amount of personal income tax due and payable as a result of your association with the Company during the term. Taxation will be governed under the (Indian) Income Tax Act, 1961 and the rules and regulations made there under. The Company will deduct the tax at source as per applicable rates of income tax.

# DE Shaw & Co

D. E. Shaw India  
Private Limited

www.deshawindia.com  
CIN: U72200TG1996PTC025388

01-Feb-2024

Ms. Hima Satwika Katragadda  
203, SS Archade, 6thphase, K.P,H.B Colony  
Hyderabad, Telangana-500085

Dear Hima,

Subject: Internship Offer Letter

With reference to your application for Internship in our organization, we are pleased to take you as Intern from 05-Feb-2024 to 28-Jun-2024. During this period you will be paid an amount of ₹102,083 (Rupees One Lakh Two Thousand And Eighty Three Only) per month, subject to deduction of income tax and other applicable statutory deductions. The company will provide Breakfast / lunch in the company cafeteria. You will be eligible for to & fro domestic air fare up to ₹15,000 (Rupees Fifteen Thousand Only) or actuals, whichever is less and company paid accommodation for two weeks. You will not be eligible for any other benefits / perks.

Please report at 10:00 hrs at the organization's office located at Plot No. 573, B&C, Road No. 1, Jubilee Hills, Hyderabad-500096.

You will abide by the policies of the Company, existing and as amended from time to time. You will keep confidential, any information of the Company that would come into your possession in the course of your services with us. The services may be terminated by either party by giving two weeks' notice. We wish you a rewarding experience with us.

Please sign a copy of this letter in token of your acceptance of our offer.

Best Wishes,

For D. E. Shaw India Pvt. Ltd.

Chaitanya Gorrepati  
Authorized Signatory

Accepted



Hima Satwika Katragadda

### India Offices

Registered:  
Plot No. 573, B&C, Road No. 1  
Jubilee Hills, Hyderabad  
500 096 Telangana, India  
+91 40 6639 0000 | FAX +91 40 4016 4284

Branch:  
11th Floor, Campus 31  
RMZ Ecoworld, Bengaluru  
560 103 Karnataka, India  
+91 80 6639 0000 | FAX +91 40 4016 4284

Branch:  
7th Floor, Block 2, DLF Downtown,  
DLF City, Phase - 3, Sector - 25A, Gurugram  
122 002 Haryana, India  
+91 12 4651 7000 | FAX +91 40 4016 4284



**THIS FIXED TERM EMPLOYMENT CONTRACT IS MADE ON 21 November 2023**  
**BETWEEN:**

**ROOFOODS PRIVATE LIMITED** of 2nd Floor, SKYVIEW 10, The Skyview Sy No. 83/1, Raidurgam, Hitech City, Main Road Hyderabad, Hyderabad TG 500081 ("**we**", "**us**", the "**Company**"); and

Kouda Pavan Kalyan of Srikar srivas appartments, Srivas block flat no 105, Tarnaka, Hyderabad, Telangana, 500017 ("**you**").

**1. STARTING WITH DELIVEROO**

- 1.1. Your employment will start on 8 January 2024 for a fixed term period of 6 Months which, unless terminated in accordance with the remaining terms of this agreement, will automatically end on 30 June 2024 (the "**Expiry Date**"). No previous employment will count when calculating your length of service. You confirm:
  - 1.1.1. there is nothing that restricts you from starting employment with us or carrying out your role;
  - 1.1.2. you have the right to work in India and have provided us with copies of all documentation evidencing that right, and have disclosed all material and relevant information to us which may affect your employment with us, currently and in the future. You will notify us immediately if this changes. You also confirm that all facts that you have disclosed to us are true and accurate to the best of your knowledge.

**2. BACKGROUND CHECKS AND MEDICAL VERIFICATION**

We may also conduct certain background checks and other medical verifications before confirming your employment with us, and also from time to time during the course of your employment. You hereby consent to us collecting, using, or disclosing your personal information for any purpose directly or indirectly connected with your employment, including without limitation, for the purposes of background checks and medical examination. You also consent to us transferring such personal information within our departments and to any Associate Companies, including to other States, territories or countries as required by law or for internal administrative purposes. We confirm that except for these purposes (or if required under applicable law), the Company will not disclose to any third party or otherwise use in any manner, your personal information, without seeking prior consent in this regard.

**3. WHAT WE EXPECT FROM YOU**

- 3.1. Your job title will be Software Engineer- Intern, but we may change it or your reporting line if we consider it necessary. You agree to perform duties normally associated with your role and any other duties we may reasonably require. Your Job Level is 3.
- 3.2. During your employment you will:
  - 3.2.1. perform your duties to the best of your ability;
  - 3.2.2. comply with all reasonable instructions we give you and all of our rules, policies and regulations that may be in force from time to time (including, but not limited to, the Delegated Authority Policy, IT Security Policy, Acceptable Use Policy, and Anti-Bribery and Corruption Policy);
  - 3.2.3. promptly disclose to us any material breach by the Company or any Associated Company of any legal

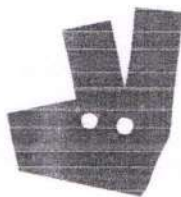
20

16

1602-20-737-117

N.V. Surya Tejaswi

Internship offer letter



deliveroo

**THIS FIXED TERM EMPLOYMENT CONTRACT IS MADE ON 29 November 2023**

**BETWEEN:**

**ROOFOODS PRIVATE LIMITED** of 2nd Floor, SKYVIEW 10, The Skyview Sy No. 83/1, Raidurgam, Hitech City, Main Road Hyderabad, Hyderabad TG 500081 ("we", "us", the "**Company**"); and

Venkata Surya Tejaswi Nyayapathi of Flat number 701, SBIIT, Road number 12, Banjara Hills, Hyderabad-500034 ("**you**").

### 1. STARTING WITH DELIVEROO

1.1. Your employment will start on 8 January 2024 for a fixed term period of 6 Months which, unless terminated in accordance with the remaining terms of this agreement, will automatically end on 30 June 2024 (the "**Expiry Date**"). No previous employment will count when calculating your length of service. You confirm:

1.1.1. there is nothing that restricts you from starting employment with us or carrying out your role;

1.1.2. you have the right to work in India and have provided us with copies of all documentation evidencing that right, and have disclosed all material and relevant information to us which may affect your employment with us, currently and in the future. You will notify us immediately if this changes. You also confirm that all facts that you have disclosed to us are true and accurate to the best of your knowledge.

### 2. BACKGROUND CHECKS AND MEDICAL VERIFICATION

We may also conduct certain background checks and other medical verifications before confirming your employment with us, and also from time to time during the course of your employment. You hereby consent to us collecting, using, or disclosing your personal information for any purpose directly or indirectly connected with your employment, including without limitation, for the purposes of background checks and medical examination. You also consent to us transferring such personal information within our departments and to any Associate Companies, including to other States, territories or countries as required by law or for internal administrative purposes. We confirm that except for these purposes (or if required under applicable law), the Company will not disclose to any third party or otherwise use in any manner, your personal information, without seeking prior consent in this regard.

### 3. WHAT WE EXPECT FROM YOU

3.1. Your job title will be Software Engineer- Intern, but we may change it or your reporting line if we consider it necessary. You agree to perform duties normally associated with your role and any other duties we may reasonably require. Your Job Level is 3.

3.2. During your employment you will:

3.2.1. perform your duties to the best of your ability;

3.2.2. comply with all reasonable instructions we give you and all of our rules, policies and regulations that may be in force from time to time (including, but not limited to, the Delegated Authority Policy, IT Security Policy, Acceptable Use Policy, and Anti-Bribery and Corruption Policy);

3.2.3. promptly disclose to us any material breach by the Company or any Associated Company of any legal

or applicable regulatory obligation, any material financial mismanagement or any other malpractice which comes to your attention;

3.2.4. provide us with any assistance relating to your employment as asked.

- 3.3. You will maintain the highest standards of conduct at all times and conduct your personal and working life in a way that doesn't damage or risk damaging our reputation.
- 3.4. You will avoid actual and potential conflicts between your personal or family interests and those of the Company (and any Associated Company), including when dealing with third parties.
- 3.5. You will report any actual or prospective wrongdoing (including your own) involving or impacting our business as soon as you become aware of it. You must promptly tell us any information you learn about anything that might harm our business, including any information about another employee's plans to compete with us (even if it involves telling us about your own activities).
- 3.6. You must not be engaged or interested in any way in any other business during your employment without our prior written agreement. You may however own or have an interest in the shares or other securities of any company which is traded on a recognised stock exchange provided that you seek our prior written agreement before you hold (i) directly or indirectly (including through corporate structures or by way of arrangements with your family members or nominees) any shares or other securities in any company that competes, or is a member of a corporate group that competes, in any way with us, other than through an investment fund which is professionally managed by an independent third party; or (ii) more than 5% of the shares or other securities in any other company. The Company has the right to reconsider any consent provided under this clause if it considers that it is in the Company's interests to do so.

#### 4. LOCATION, LOCATION, LOCATION

- 4.1. Your main place of work will be 2nd Floor, Skyview 10, The Skyview  
Sy no 83/1 Raidurgam  
Hitech City Main Rd  
Hyderabad- 500081 although we may require you to work either temporarily or indefinitely at a reasonable alternative location, including your home. You may also be transferred to any other department, unit or office of our Company, or to any of our Associate Companies, whether located in India or abroad, at the Company's sole discretion.
- 4.2. You agree to travel within India and abroad to perform your duties as needed. We will cover any reasonable costs in line with our Travel and Expenses Policy. You will not be required to work outside India for more than one month.

#### 5. WORKING HOURS

- 5.1. Details regarding your working hours (including in relation to overtime and on-call rotas) are set out in the Company's Working Hours policy as may be amended from time to time.

#### 6. MONEY

- 6.1. Your overall fixed annual salary will be INR 900,000 (the "**Fixed Salary**"). The detailed breakdown of the Fixed Salary and particulars of other emoluments, allowances, benefits is annexed as Schedule 1 (*Remuneration*).
- 6.2. Your monthly salary will be paid in arrears by bank transfer on or about the last working day of each calendar month (less deductions).
- 6.3. You agree that we may deduct from your salary or any other payment due to you any sum that you owe to us or any Associated Company including any overpayments made to you or losses sustained as a result of your negligence.
- 6.4. We will reimburse all expenses that you incur in the proper performance of your duties in accordance with our Travel and Expenses Policy.

#### 7. LEAVES AND HOLIDAYS

Details regarding your leave and holiday entitlements are set out in the Company's Holiday policy as may be amended from time to time. Your entitlement to leave and holiday will be pro-rated to reflect the period of the leave year you actually work.

## 8. TRAINING

- 8.1. To ensure we're all working at the top of our game, and aware of Deliveroo's policies and processes, we may require you to complete internal training from time to time.

## 9. CONFIDENTIAL INFORMATION

- 9.1. You agree not to use or disclose any Confidential Information except for in the proper performance of your duties. You agree that this obligation shall continue even after your employment has ended.
- 9.2. You also agree to use your best endeavours to prevent the unauthorised publication or disclosure of such Confidential Information, and to tell us immediately if you think that there has been or is going to be an unauthorised publication or disclosure of such Confidential Information.
- 9.3. You agree not to use, make, copy or disclose any Documents of any kind about our business or affairs other than in the course of the proper performance of your duties. You agree that any Documents that you create about our business or affairs belong to us.
- 9.4. You agree to return all Documents and other property belonging to us or any of our Associated Companies when we ask for it and, in any event, if your employment ends. You also agree that neither you nor anyone acting on your behalf will retain any Documents or any copies of any Documents or other property belonging to us once your employment ends or if we ask for the Documents to be returned.
- 9.5. This clause does not apply to Confidential Information that: (i) is in or enters the public domain other than as a result of you breaching this agreement or any third party breaching its confidentiality obligations; (ii) you are required to disclose by law; or (iii) we specify in writing is not covered.
- 9.6. You agree and understand that a breach by you of this clause could cause us and our Associated Companies irreparable harm.

## 10. INTELLECTUAL PROPERTY

- 10.1. You agree to the terms of Schedule 2 (Intellectual Property) and agree that you will promptly execute a copy of this agreement as a deed of assignment of Intellectual Property, if requested to do so.

## 11. NON-COMPETE AND NON-SOLICIT OBLIGATIONS

- 11.1. You agree to the terms of Schedule 3 (*Non-Compete and Non-Solicit Obligations*).

## 12. DISCIPLINARY PROCEDURES

- 12.1. We can suspend you from employment with pay for a reasonable period while investigating any alleged disciplinary matter in which you are implicated or involved.

## 13. LEAVING DELIVEROO

- 13.1. This agreement and your employment with the Company is for a fixed period which will automatically end on the Expiry Date without the need for notice, unless terminated earlier in accordance with the below.
- 13.2. Either party can end your employment by giving two week's written notice.
- 13.3. We can, at our absolute discretion, end your employment with immediate effect by notifying you that we are exercising our right under this clause and that we will make a payment to you of an amount equal to your Fixed Salary for the remainder of your notice period (less required deductions). We can require you to repay any payment made under this sub-clause (including any tax deducted which you are able to recover from the tax authorities) if we become aware of any conduct which would have entitled us to dismiss you without notice under this clause had we known about it at the time. Any such repayment shall be payable as a debt.
- 13.4. Notwithstanding the above, we can end your employment without notice or payment in lieu of notice at any time if we have a reasonable belief that you (please note that this is an indicative, and not an exhaustive list):
  - 13.4.1. are guilty of serious dishonesty, gross misconduct, incompetence or willful neglect of duty;
  - 13.4.2. have committed any serious or repeated breach of any part of this Agreement, including in relation to data protection or Confidential Information;

- 13.4.3. are not eligible to work in India;
  - 13.4.4. are unable to perform your duties through sickness or injury for twelve consecutive weeks or an aggregate of fifteen weeks in any fifty-two consecutive weeks;
  - 13.4.5. are indicted/convicted of a criminal offence or have been accused of committing any offence involving moral turpitude, other than a road traffic offence for which a term of imprisonment is not imposed;
  - 13.4.6. fail, or are unable to comply with, any regulatory requirements reasonably necessary for your role or become prevented by law from carrying out your duties;
  - 13.4.7. have become bankrupt or made any arrangement or composition with or for the benefit of your creditors generally; or
  - 13.4.8. are guilty of wilful insubordination or disobedience of any instruction, whether alone or in combination with others, or any lawful and reasonable order of a superior;
  - 13.4.9. are habitually absent without leave, or absent without leave for more than five consecutive days, or have overstayed your sanctioned leave without sufficient grounds or proper or satisfactory explanation;
  - 13.4.10. are guilty of unprovoked misbehaviour with customers, drunkenness, riotous, disorderly or indecent behaviour in the office premises;
  - 13.4.11. are guilty of striking work or inciting others to strike work in contravention of the provisions of the Industrial Disputes Act, 1947;
  - 13.4.12. are guilty of gambling within the office premises;
  - 13.4.13. are guilty of conduct which brings you or may bring you or us into disrepute;
  - 13.4.14. are guilty of any other act which constitutes misconduct within the meaning of the applicable legislations.
- 13.5. Any delay by us in exercising any right to end your employment does not constitute a waiver of such right.
- 13.6. You agree that you will not use our name or the name of any of our Associated Companies after leaving Deliveroo for any purpose in connection with any other business or in any other way likely to suggest that you remain connected with us. You can include our name on your CV or on LinkedIn.
- 13.7. We may put you on 'garden leave' once either we or you give notice to end your employment or if you seek to end your employment in breach of this agreement. During garden leave we may require you not to: enter or attend any of our premises; have any contact with any of our or our Associated Companies' clients, prospective clients, employees, customers, prospective customers, suppliers, business partners, agents or representatives; or carry out any of your duties. If we put you on garden leave then we will continue to pay you during it and you will remain bound by all of your other duties to us.

#### **14. DATA PROTECTION**

- 14.1. In order to manage your employment, operate our business and comply with applicable procedures, laws and regulations, we and/or any Associated Company and our or their duly authorised agents and employees will need to collect, store and otherwise process your personal data, which includes sensitive personal data. This processing will be done in line with our Privacy Policy. You hereby expressly agree to the aforesaid processing of your personal data. You can contact our Data Protection Officer for further information.
- 14.2. Communications and activities on our (or any Associated Company's) equipment or premises cannot be presumed to be private and can be monitored from time to time in compliance with our Acceptable Use Policy.
- 14.3. You must comply with your obligations and responsibilities in relation to data protection compliance in the course of your employment as notified to you from time to time, including in any data protection policy and/or privacy standard. This includes, but is not limited to, your handling of the personal data of our employees, workers and individual service providers, as well as our agents, customers and suppliers. Failing to comply with our data protection policies may be dealt with under our Disciplinary Policy and, in serious cases, may be treated as gross misconduct.

## 15. INDEMNITY

You will defend, indemnify, and hold us and all Associate Companies harmless against and in respect of any and all actions, suits, proceedings, claims, demands, judgments, costs, expenses (including reasonable attorney's fees) and damages resulting from, relating or incidental to, or arising out of any misrepresentation by you or any breach of applicable law, any provision of this Agreement, and Company handbooks and policies, on your part.

## 16. THE TECHNICALITIES

- 16.1. No third party other than an Associated Company may enforce this agreement under the applicable laws.
- 16.2. Notices given under this agreement shall be in writing. They may be delivered personally or be sent by first class post, prepaid recorded delivery or email. Notices to us may be sent to our registered address or via email to [people@deliveroo.co.uk](mailto:people@deliveroo.co.uk) (or such other email address that we may tell you about). Notices to you may be sent to your address above or such other address as you have notified to us, to your work email address if you still have access to it at the time of sending, or to any personal email address which you have notified to us. A delivery receipt shall be evidence of successful delivery.
- 16.3. Even if we waive any breach by you of a term of this agreement it does not prevent our subsequent enforcement of that term.
- 16.4. This agreement may not be amended except in writing and signed by us (including e-signatures).
- 16.5. If any provision of this agreement is held to be invalid or unenforceable then the rest of this agreement will still have full effect. The parties agree that, to the extent that any clause is found to be invalid or unenforceable in part, the offending provision may be deleted or amended so as to give full force and effect to the remainder so far as is possible.
- 16.6. This Agreement, any other documents referred to herein, any other document executed between you and the Company/an Associate Company, all Schedules appended hereto, and the Company's internal policies set forth the entire agreement regarding your employment and supersedes any prior agreement(s), representations, or understandings (whether written, oral or implied) between you and the Company.
- 16.7. We may make reasonable and legally permissible changes to your terms and conditions of employment from time to time. You will be deemed to have accepted these changes unless you object in writing before the end of the specified period for objections.
- 16.8. There are no collective agreements in force which affect the terms and conditions of your employment.
- 16.9. You hereby confirm that by accepting and signing this Agreement, you are also confirming that you have read and are fully in know of the Company and its policies, standards, procedures, guidelines, and codes of practice and/or conduct related to your work.
- 16.10. All provisions of this Agreement which by their very nature are intended to survive the termination of this Agreement, and which have been specified as surviving termination, shall survive the termination of this Agreement in terms hereof.
- 16.11. *You may not assign your obligations hereunder, and any such assignment shall be void.*
- 16.12. This agreement is governed by the laws of India and the Courts in Hyderabad, Telangana shall have exclusive jurisdiction to hear any dispute arising in connection with it.

## 17. DEFINITIONS AND INTERPRETATION

- 17.1. In this agreement:

**"Associated Company"** means a company which is from time to time a holding company or parent undertaking of us, a subsidiary or subsidiary undertaking of us or a subsidiary or subsidiary undertaking of any such holding company or parent undertaking;

**"Board"** means the Board of Directors of the Company for the time being (including any duly appointed sub-committee).

**"Confidential Information"** means all knowledge, information and data which is imparted in confidence or of a confidential nature, belonging or relating to us, an Associated Company or any of our partners, suppliers, customers, investors or other associated third parties, however it is imparted and whether or not it is in writing, including but not

limited to:

1. lists of or details about any of our partners or customers (including their names, addresses, contacts, business status and needs);
2. details of our existing or prospective relationships or arrangements with business partners, suppliers or customers (including terms of business and pricing arrangements);
3. details of our business methods and processes, policies, finances, legal affairs, accounting, funding, prices, costs/margins pricing strategy, marketing, market research, experiments, advertising plans, product design, product plans, development or management plans, strategies or forecasts and plans, including growth or new market launch plans;
4. personal, non-public information about our staff or employees (including information relating to their skills, compensation or benefits);
5. technical and design information relating to our products or services, and algorithms or, computer program code, in source or in object form, as created, owned or licensed by or on behalf of us or any Associated Company, including but not limited to any derivative work related to any computer program code licensed by us or any Associated Company;
6. any other information divulged to us by a third party in confidence; and
7. any other information or matter which is not in the public domain but relates to our affairs or those of any of our business contacts.

“Documents” means notes, memoranda, computer drives, disks, tapes or memory or any other medium, whether or not eye readable, on which information (whether or not Confidential Information) may from time to time be referred to, written or recorded.

8. The headings in this agreement are for convenience only and have no legal effect.

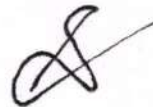
I agree to the above:

**Roofoods Private Limited**

**Venkata Surya Tejaswi Nyayapathi**

x

x



Signatory: Rupesh Vanama

Signatory: Venkata Surya Tejaswi Nyayapathi

Email of signatory: rupesh.vanama@deliveroo.com

Email of signatory: educationalpurposes25@gmail.com

Timestamp: [empty signing timestamp]

Timestamp: Wednesday, 29 November 2023 07:45 UTC

For and on behalf of **Roofoods Private Limited**

**SCHEDULE 1 - REMUNERATION**

Particulars	Percentage breakdown	Monthly	
		INR	Annually
COMPONENTS		INR	INR
<b>Gross monthly salary:</b>			
Basic Pay	40% of Fixed Salary	30,000.00	360,000.00
Housing Rent Allowance	40% of Basic Pay	12,000.00	144,000.00
Leave Travel Allowance	10% of Basic Pay	3,000.00	36,000.00
Food Voucher	N/A	2,200	26,400
Telecom Expenses	N/A	1,400	16,800
Internet Expenses	N/A	1,400	16,800
Special Allowances	Remainder	25,000.00	300,000
<b>Total Fixed Salary</b>		<b>75,000.00</b>	<b>900,000</b>

#### SCHEDULE 2 - INTELLECTUAL PROPERTY

It is our general policy to support you if you wish to contribute to personal projects outside of your employment, provided you do this outside your normal working hours, and in doing so you do not use our or any of our Associated Companies' property (including but not limited to office issued laptops, devices and email account(s)) or Confidential Information, and it does not interfere with your performance of your duties and it does not prejudice our commercial interests.

Except as detailed below, we will not make any claim on your contributions to such projects provided that they are not Relevant Works (as defined below). If you are unsure whether a contribution might be a Relevant Work or might prejudice our commercial interests then you should seek our written opinion before commencing any such project.

1. You agree that the nature of your duties and responsibilities mean that you are under special obligations to further our interests and so you:
  1. agree that all Relevant Works (including all Intellectual Property Rights in the Relevant Works) belong to us from their date of creation exclusively, absolutely and perpetually, on a worldwide basis;

2. hereby assign to us with full title guarantee and free from all encumbrances (and, in the case of copyright, by way of a present assignment of future copyright) all Intellectual Property Rights in the Relevant Works (to the extent that they do not belong to us automatically);
3. undertake to do anything reasonably required by us (both during and after the termination of your employment) to ensure that all such Intellectual Property Rights in the Relevant Works belong to or are assigned to us;
4. agree to give us reasonable assistance to enable us to enforce, defend and/or seek to register such Intellectual Property Rights, during and after your employment, including the execution of any additional agreement or document, if required under applicable law;
5. undertake to promptly disclose in writing and deliver any Relevant Works to us and to keep strictly confidential and not disclose any Relevant Works to anyone else without our prior written consent;
6. undertake (both during and after the termination of your employment) to give any information, explanations or demonstrations reasonably requested by us to enable us to make use of any Relevant Works;
7. undertake not to register any Relevant Works in your name or help anyone else to register any Relevant Works in your or their name or in the name of any third party, unless requested to do so by us;
8. will not do, nor cause to be done, any act that interferes with, or otherwise impairs, our peaceful and lawful enjoyment and exploitation of the Relevant Works;
9. undertake that all Relevant Works will be your own original work, and agree not to incorporate any Materials or Inventions into the Relevant Work which have been created by a third party, or by you prior to the commencement of your employment with us, or in relation to which Intellectual Property Rights are owned by any third party or which you are not legally entitled to incorporate free of any encumbrances, unless you have our prior written permission to do so;
10. waive any and all rights granted under Section 19(4) of the Copyright Act, 1957 and any corresponding provisions of foreign laws; and
11. agree that under no circumstance will the rights granted by you to us lapse or revert to you at any time.
12. You undertake to do anything reasonably required (both during and after the termination of your employment) to ensure that any domain names or other online or social media names/handles/accounts registered in your name either:
  1. during the course of your employment by us; or
  2. in connection with your employment by us,are assigned to us provided in each case that such domain or social media names/handles/accounts are related to our business or capable of exploitation by us in the normal course of our business. We will not be obliged to maintain any registrations.
3. If any moral right (such as the right to be identified as the author of the Materials or Inventions) or performance right, (such as recording a presentation or workshop given by you) or any analogous right arises in respect of any Relevant Work you:
  1. hereby waive (to the extent permitted by law) any moral rights;
  2. agree not to assert (save as directed by us) any such rights; and
3. will provide your own consent, and you will ensure that all other applicable consents have been obtained to entitle us to make the fullest use of such rights without restriction or further payment.
4. You consent to us doing any act which would, in the absence of such consent, infringe your rights in performance of any Relevant Works under the Trade Marks Act, 1999, Copyright Act, 1957, Designs Act, 2000, Patents Act, 1970 or any applicable legislation anywhere in the world.
5. You irrevocably appoint such director as our Board may nominate to be your attorney and in your name and on your behalf to execute any documents and do any acts necessary to give effect to or ensure that you comply with your obligations under this Schedule.
6. You agree that no remuneration or compensation is due to you in respect of any Relevant Works and/or

Inventions other than as provided for in this agreement (without prejudice to your rights under applicable law).

In this Schedule:

**"Intellectual Property Rights"** means:

1. patents, utility models, designs, trade or service marks, copyright and related rights, performance rights, performer's property rights, registered and unregistered design rights, database rights, moral rights, rights in any software, rights in any compilation of data, database rights, domain names, rights in any trade, brand or business names, rights in any trading style or get-up, rights in goodwill;
2. any application for or any right to apply for registration of any such right; and
3. any revival, extension, renewal or reversion of any such right; and
4. the benefit (subject to the burden) of any agreement, arrangement or license in connection with any such right,

in each case whether registered or unregistered, and including any and all other analogous rights subsisting anywhere in the world;

**"Inventions"** means any invention, discovery, idea, concept, working notes, development, improvement or innovation, whether or not patentable or capable of registration and whether or not recorded in any medium;

**"Irrelevant Work"** means any Materials and/or Inventions created, conceived, developed, discovered or worked on by you (whether alone or jointly) during the period of your employment by us which:

1. is/are, in our opinion, either unrelated to our business or incapable of exploitation by us in the normal course of its business; and
2. was/were created, devised, developed, discovered or worked on by you in your own time using your own personal equipment and property, and not using any of our premises, resources, equipment, property, materials, tools, Intellectual Property Rights or Confidential Information.

**"Materials"** means any materials, code, data, document, object (whether in electronic or physical form), idea, concept, working notes, information, name, software, packaging or other materials in which Intellectual Property Rights subsist; and

**"Relevant Work"** means any Materials and/or Inventions, and any other work in which Intellectual Property Rights subsist or are capable of subsisting, which are created, conceived, developed, delivered, discovered or worked on by you (whether alone or jointly) during the period of your employment by us or in the course of you performing your normal duties for us, or duties specifically assigned to you by us, whether or not conceived during normal working hours, which:

1. in our opinion, relate(s) directly or indirectly to our business or is capable of exploitation by us in the normal course of our business; or
2. was/were created, devised, developed, discovered or worked on using our premises, resources, equipment, property, materials, tools, Intellectual Property Rights or Confidential Information. This definition of Relevant Work shall not include any Irrelevant Work.

### **Schedule 3 - Non-Compete and Non-Solicits**

You are employed by us in an important role. As a result, we trust you with access to Confidential Information about us, which is highly competitively sensitive, and with our key relationships internally (with Employees) and externally (with Partners, Prospective Partners and Suppliers). Therefore, in order to protect our legitimate business interests you agree as follows.

1. You will not in a Relevant Capacity except with our prior written consent do the following:
  1. for 3 months carry on or be employed, engaged or interested in any business which is competitive with a Relevant Business or intends to be so within a 6 month period commencing at the end of the Relevant Period;

2. for 6 months entice, induce or encourage a Partner to terminate a business relationship with us, reduce the amount of business conducted with us or vary detrimentally the terms under which it is engaged with us or any other Associated Company;
3. for 6 months solicit or accept business from or deal with a Partner or Prospective Partner in connection with the supply of products or services in competition with any Relevant Business;
4. for 6 months, for a business competing or intending to compete with any Relevant Business solicit, interfere with or try to entice away from employment or engagement with us or any other Associated Company (or procure or assist the solicitation, interference with or enticement of) any Employee, or do any act whereby that Employee is encouraged to terminate their employment or engagement with us or any other Associated Company;
5. for 6 months for a business competing or intending to compete with any Relevant Business engage or employ or offer employment to (or procure or assist in the engagement or employment of or in offering employment) to any Employee whether or not such person would by reason of terminating their service with us or any other Associated Company commit a breach of his or her contract of employment or engagement;
6. for 6 months entice, induce or encourage a Supplier to reduce or stop supplying, or to vary detrimentally the terms under which it is prepared to supply products or services to us or any Associated Company.
7. Each of the time periods above start on the Termination Date, or if earlier the date on which we place you on Garden Leave in accordance with your employment contract. For the avoidance of doubt, none of the above shall restrict you from being the beneficial owner of shares or other securities in a company where such shareholding totals no more than 5% of any single class of shares and does not constitute a controlling stake.
8. You agree that you will not at any time during your employment or after the Termination Date use any name used by us or any Associated Company at the Termination Date or any name likely to cause confusion with it in the minds of members of the public, for the purposes of a business whether by using such name as part of a corporate name or otherwise.
9. You agree to notify us promptly upon receipt of any offer of employment or engagement from a third party which competes or intends to compete, or which you ought reasonably to know competes or intends to compete, with any Relevant Business. Additionally, if you are not aware that a third party from whom you have received an offer of employment or engagement competes or intends to compete with any Relevant Business at the point at which you receive such offer, but subsequently become so aware while still an employee of us, you agree to notify us promptly upon becoming aware of the same. In these instances, you agree to provide a copy of this Appendix to that third party. You also agree to notify us promptly if you become aware that two or more Employees (including yourself) are in discussions with a view to leaving us or any Associated Company in order to join a third party which competes with, or intends to compete with, any Relevant Business.
10. You agree that this Appendix is entered into by us for our own benefit and in trust for each Associated Company with the intention that each Associated Company will be entitled to enforce its terms directly against you. You agree and undertake that you will, at our request and expense, enter into a direct agreement or undertaking with any Associated Company by which you will accept the restrictions contained in this Appendix or such of them as are appropriate in our opinion.
11. If your employment is automatically transferred to another entity (the Transferee) this Schedule shall have effect as though references in it (and in all associated terms defined in your employment agreement) to "Associated Company or Associated Companies" are construed as references to "any other company within the Transferee's Group" which for these purposes shall comprise the Transferee and any holding company of the Transferee and the subsidiaries of the Transferee and of any such holding companies for the time being).
12. You agree that if any of the restrictions set out above are found to be void but would be valid if some part was deleted then that restriction shall apply with such modification as may be necessary to make it valid and effective. You agree that each of the restrictions set out above is an entirely separate, severable and independent restriction on you.

In this Schedule:

"Employee" means any employee (at Level 3 or above or equivalent in any future grading structure), director or consultant of ours or any Associated Company who worked for or provided services to us or any Associated Company at any time during the Relevant Period and in each case for whom you had managerial responsibility or with whom you had material contact in the performance of your duties during the Relevant Period;

"Partner" means any person or legal entity:

1. who at any time during the Relevant Period was a party to an agreement with us or any Associated Company pursuant to which such person or legal entity agreed to (1) offer their products to customers via our platform, (2) we had an agreement to facilitate the supply of their products to customers whether via our platform or otherwise, (3) agreed to make and offer products out of a Deliveroo Editions site, or (4) agreed to procure goods of services from us in order to facilitate the production of their products; and
2. with whom you had personal, material dealings at any time during the Relevant Period or in respect of whom you came into possession of Confidential Information in the performance of your duties for us or any other Associated Company;

**"Prospective Partner"** means any person or legal entity who at any time during the Relevant Period was a party to discussions or correspondence with us or any Associated Company about entering into an agreement with us or any Associated Company pursuant to which such person or legal entity would agree to offer their products to customers via our platform, or would enter into an agreement with us to facilitate the supply of their products to customers whether via our platform or otherwise, or would agree to make and offer products out of a Deliveroo Editions site, or would agree to procure goods and services from us, and in respect of which you had material involvement in the relevant discussions or correspondence or in respect of whom you came into possession of Confidential Information in the performance of your duties for us or any other Associated Company;

**"Relevant Business"** means the business of marketing and delivering food and drinks to individual or corporate customers through the use of internet platform technologies, or any other business lines, products or services operated by us or any Associated Company, and with which you were materially involved, or in respect of which you received Confidential Information, at any time during the Relevant Period;

**"Relevant Capacity"** means either alone or jointly with another or others, whether as principal, agent, consultant, director, partner, shareholder, independent contractor, employee or in any other capacity, whether directly or indirectly, through any other person, firm or company, and whether for your own benefit or that of others;

**"Relevant Period"** means the period of 12 months ending on the Termination Date (or, if earlier, ending on the date on which any period of Garden Leave commences) or the period of your employment if shorter than 12 months;

**"Supplier"** means any person or legal entity:

1. who at any time during the Relevant Period was a supplier to us or any Associated Company (whether or not goods or services were actually supplied during such period) or to whom at the expiry of the Relevant Period we or any Associated Company was actively and directly seeking to be supplied goods or services, in either case for the purposes of the Relevant Business; and
2. with whom you had material dealings at any time during the Relevant Period or were in possession of Confidential Information about such supplier in the performance of your duties to us or any Associated Company. For the avoidance of any doubt, this does not include individuals engaged by the Company under a rider supplier agreement as delivery riders in respect of whom no restrictions apply.

**"Termination Date"** means the date of termination of your employment.



सत्यमेव जयते

Govt. of India  
Ministry of Defence  
DEFENCE RESEARCH & DEV. ORGN.  
DEFENCE RESEARCH & DEV.  
LABORATORY  
PO: KANCHANBAGH  
HYDERABAD – 500 058  
Ph.040-24583150, Fax No.040-24583154

Letter .No. DRDL/DHRTM/HRD/PROJECT/2024

Dated: 30<sup>th</sup> July 2024

## CERTIFICATE

This is to certify that **Mr. Y.Gnana Rohith** student of **B.Tech (CSE-Information Technology)**, (Hall Ticket No: 1602-21-737-138) of **Vasavi College of Engineering, Hyderabad** undergone the Internship from **21/05/2024 to 29/06/2024**. Defence Research & Development Laboratory (DRDL), Kanchanbagh, Hyderabad. He has successfully completed the Internship under the guidance of **Ms. T.Girija, Scientist 'F'**. His Project title was "**Machine Learning and Neural Network Based Target Classification in Missile Defence System**".

During his internship period from **21/05/2024 to 29/06/2024**, he was found to be sincere & hard working. He also took keen interest in the learning about Machine Learning Techniques.

Project Work carried out in DRDL, Hyderabad is a part of academic curriculum and cannot be claimed as experience.

(Ms. T.Girija)  
Scientist 'F'  
DWST

टि गिरिजा/T. Girija  
वैज्ञानिक 'एफ'/Scientist 'F'  
डीइव्ल्यूएसटी/DWST  
कान्चनबाग, डीआरडीओ, हैदराबाद-५८  
DRDO, Hyderabad-58  
DRDO/Min. of Defence, India

(S.JEEVAN BABU)  
SCIENTIST 'F'

HEAD HRD, DHRTM

S.JEEVAN BABU  
Sc-F, HEAD HRD/DHR&TM  
Defence Res. & Dev. Laboratory  
Kanchanbagh PO, Hyderabad-58  
For DIRECTOR



Thursday, January 4, 2024

Ajay Kumar Thallada  
thalladaajay0705@gmail.com

Dear Ajay Kumar Thallada,

Following our meetings and verbal offer, we are happy to appoint you as **Intern - Technical** at F5 Networks Innovation Private Limited, Hyderabad (hereinafter referred to as "F5 Networks" or "Company") for the SEZ unit with its office located as follows:

**F5 NETWORKS INNOATION PRIVATE LIMITED**  
The Skyview – Building 20, 8th Floor (Units 801 to 804)  
Sy.No. 83/1, Plot Nos. 22, 23, 24, 31, 32 & 33  
Raidurgam, Madhapur,  
Hyderabad – 500081,

Ravi Chandra Eyunni will be your Manager. You can accept this offer by signing this letter and the enclosed Intern nondisclosure and assignment agreement and returning them to F5 Networks. This offer of Internship training will remain valid through **Tuesday, January 9, 2024**.

Your Internship training will commence with effect from **Monday, January 22, 2024** or your actual date of joining. In the event you fail to join on or before **Monday, January 22, 2024** this contract shall stand terminated unless extended at the sole discretion of the Company. You must treat the details of this offer with utmost confidentiality.

#### **Duration of Internship training**

The term of your internship training is Three (03) months from your date of joining ("Term"). Unless extended at the sole discretion of the Company, upon completion of the Term, your internship training will automatically terminate, and you will take the actions specified in the 'Consequences of Termination' section.

#### **Duties and Functions**

During the Term of your internship training, you shall perform such duties and responsibilities as are normally associated with your role and such duties assigned to you by the Company from time to time. During your internship training with the Company, you will devote your best efforts to the interests of Company, will not engage in other employment/Internship or in any conduct in direct conflict with Company's interests that would cause a material and substantial disruption to Company and will otherwise abide by all of Company's policies and procedures.

#### **Location**

The principal place of your internship training will be the Company's offices located at **Hyderabad- India**.

#### **Compensation**

Your compensation plan is designed to provide you **INR 225,000/-** in three months income less statutory deductions and other required withholdings, payable in three monthly equal installments at the end of each calendar month in accordance with Company policy. A breakdown of your compensation together with other compensatory benefits is provided in **Annexure 1** hereto.

#### **Working Hours**

The normal working hours are nine (09) hours each day, Monday to Friday, including a one (01) hour lunch break. The Company shall be free to amend and stagger the working hours in accordance with business



requirements. You may be required to work additional hours as appropriate to fulfill the responsibilities of your role.

#### **Sick Leave and Holidays**

You will be entitled to sick leave (i.e. 1 day per Month) and holidays in accordance with Company policy and applicable laws. Please note that some leave entitlements may not apply or may be pro-rated to address the Term of your internship training.

#### **Personal Information**

You consent to the Company or its agents collecting, using, disclosing and retaining your personal information, including health information, for the purposes of managing and administering the internship training relationship. This includes information related to the creation, administration and termination of internship training, and may include the transmission of personal information in or outside India and/or the exchange of personal information with third parties for certain purposes, such as for benefit and payroll related matters.

You hereby agree that we may share your personal data with authorized interns and/or contingent workers of F5 Networks Inc, its subsidiaries and affiliated companies ("Affiliates"), and with third party contractors, consultants, auditors, legal advisors and vendors ("Outsourced Service Providers") as well as courts and governmental agencies, who may or may not be located in the country where you are located, specifically in relation to the administration/management of your internship training and for the purpose of enabling the performance of your work within the F5 Networks group of companies. You further agree that such Affiliates and Outsourced Service Providers may collect, maintain, use, transfer, store and process your personal data on behalf of us and that such personal data may be collected, maintained, used, transferred, stored and processed in countries outside of the Republic of India including in particular and without limitation, the US, Singapore, India and other relevant countries where we and/or our Affiliates has a legal entity. All personal data collected, maintained, used, transferred, stored and processed in countries outside of the Republic of India shall be governed by applicable laws regarding cross-border data transfer.

#### **Intern Non-Disclosure and Assignment Agreement**

As a condition to your appointment, you will be required to execute the Non-Disclosure and Assignment Agreement (in the form provided for in Annexure II) along with this Appointment Letter with the Company and you consent to abide by the provisions of such Non-Disclosure and Assignment Agreement at all times.

#### **Termination**

- (a) During the internship training period the Company may terminate your internship training, at any time, with or without cause, upon Five working (05) days' prior written notice or payment of salary in lieu thereof.
- (b) You may resign from your internship training with the Company at any time upon providing Five working (05) days' advance notice in writing of your last intended day of work. The Company reserves the right to waive this notice of resignation period, either in whole or in part. To the extent that the Company waives such notice of resignation.
- (c) Notwithstanding anything herein, the Company shall be entitled to terminate your internship training for Cause, without notice or any payment of compensation. For the purposes of this provision, termination for "Cause" shall include (i) your gross neglect or willful material breach of your principal internship training responsibilities or duties, (ii) you being found guilty of a crime involving moral turpitude, (iii) fraud in the course of your internship training with F5 Networks or any of its subsidiaries, (iv) giving false information regarding your educational qualifications and experience, (v) the material breach by you of any other provision of this Appointment Letter which continues uncured for a period of five working (05) days after notice thereof by F5 Networks; or (vi) If you do not meet the performance



level expected of you in the role which you are Internship in and you continue to not meet the required performance level after being placed on a performance improvement plan.

#### **Consequences of Termination**

On the termination of your internship training for whatever reason, you will return to Company or the Company's designee immediately but not later than three (03) days, all property; documents, Proprietary Information, data, assets and/or any papers, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like in your possession or under your control relating to your internship training or to clients' business affairs.

#### **Company Policies**

F5 Networks shall be entitled to make policy declarations from time to time, in accordance with the laws of India, and such policy declarations shall be binding on you so long as you are in F5 Networks' Intern. The Company may modify or cancel your benefits, change policy or plan documents, the structure of your compensation, your job title and/or reporting structure, working conditions (including hours of work, shifts or work location) and duties and responsibilities from time to time by providing you at least Five working (05) days' notice.

#### **Borrowings/accepting gifts**

You will not borrow/accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

#### **Taxation**

In terms of your internship training with the Company, any amount payable by the Company to you towards Compensation, Allowances and/or any other payment shall be subject to deduction of withholding taxes under the applicable law. All requirements under Indian Tax Laws, including tax compliance and filing of tax returns, assessment etc., shall be fulfilled by you at your own cost and at no point shall the Company have any responsibility or liability in this regard.

#### **Company Property**

You agree to always maintain in good condition F5 Networks' property, such as laptop, phone and any other items which may be issue to you by F5 Networks and entrusted to you for official use during the course of your internship training. You shall return all such property to the F5 Networks prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by F5 Networks.

#### **Severability**

All paragraphs in this Appointment Letter are separate and distinct provisions, severable one from the other. If any provision is determined to be invalid or unenforceable, such invalidity or unenforceability shall attach only to the provision to the extent of such invalidity or unenforceability, and all other provisions shall continue in full force and effect.

#### **Entire Agreement**

You agree that this Appointment Letter, along with applicable plan documents and Company policies and procedures, govern your relationship of internship training with the Company and that, taken together, these documents supersede, and render void any prior verbal or written representations concerning the terms or conditions of your internship training with the Company.



**Governing Law/Jurisdiction**

This Appointment Letter shall be governed and construed in accordance with the laws of India and any disputes hereunder shall be dealt with by the courts of competent jurisdiction at Hyderabad.

**Miscellaneous**

You will keep the Company informed of your latest postal address at all times and intimate in writing in case of change of address. Any communication sent to you by the Company on your last known address will be deemed to have been duly served notwithstanding the fact that you have changed your address.

Your appointment and its continuation is subject to your being medically fit and the Company reserves its right to ask you to undergo medical examination as and when deemed necessary by a medical officer appointed by the Company. Further the Company will also have the right to terminate your internship training in case of your continued ill health. For purposes of this Appointment Letter "continued ill health" will include any illness which persists for a continuous period of more than 05 days and which, in the opinion of the Company, adversely affects due discharge of your duties under this Appointment Letter.

**Compliance**

You acknowledge and agree that the Company may carry out background/reference checks to verify your antecedents. You further acknowledge and agree that the Company is issuing this Appointment Letter on the basis of the information/particulars provided by you with regard to your educational/professional qualifications, experience, criminal records and any judgements relating to debts or insolvency. In the event it is discovered at any stage that any information/particulars and/or details provided by you are incorrect and/or any material information has been withheld/suppressed by you or that the background/reference checks are not satisfactory, in the Company's sole discretion, it shall constitute a breach of discipline and your services will be liable to be terminated for Cause.

Sincerely,

A handwritten signature in black ink, appearing to read 'Malvieka Joshi'.

**Malvieka Joshi**  
Vice President-Human Resources

---

**Acknowledged and Accepted**

I **Ajay Kumar Thallada**, accept the offer of internship training on the terms outlined in the letter to me from F5 Networks Innovation Private Limited dated **Thursday, January 4, 2024**, and the Intern Nondisclosure and Assignment Agreement. It is acknowledged and agreed that apart from the aforementioned, there are no other oral or implied understandings regarding my internship training by F5 Networks India Private Limited.

DocuSigned by:  
**Ajay Kumar Thallada**  
9F7208BEE01F4A8...  
Signature

1/6/2024

Date

437705105780

Passport No

Gap IT Services India Private Limited  
A subsidiary of

Gap Inc.

Tower 2 (2.2/2.3) Sy. No. 115 (Part),  
Waverock Building, ISIC IT / ITES SEZ,  
Nanakramguda Village, Serlingampally Mandal,  
Hyderabad-500008 Telangana, India  
Tel : 91-40-4621000

Date: 06/08/2024

Private & Confidential

Anushka Cheruku  
Vasavi

Dear Anushka,

Congratulations on being selected for the 2024 Internship Program of GAP IT Services India Private Limited (Hereinafter referred to as "Gap Inc").

We support talent development across the company and encourage Interns to seek out opportunities that best fit their interests and strengths. We are confident that this assignment will be a good learning opportunity and make an impact in terms of your contribution.

Your assignment will commence from 1st July 2024 (Tentative) after a successful completion of a background verification and will be for a period of 2 months. We will be glad to offer you a stipend of Rs 35,000/- (Thirty-Five Thousand) per month. More details on the exact date of joining, induction, project, project guide will be shared with you subsequently.

During your internship period, Gap Inc. expects you to undergo training in any department/section in which you are placed with high standard of initiative and efficiency. You will be governed by the service rules/standing orders, policies and regulations as may be promulgated by Gap Inc. from time to time in relation to conduct, discipline and other matters. You are expected to comply with the policies of Gap Inc. including the Code of Business Conduct and Ethics as they form an integral part of the terms of your internship with Gap Inc.

During the course of your assignment with us, you will be privy to a lot of classified information including, but not limited to, particulars or details of work, processes, technical know-how, research carried out, media (including but not limited to pictures, videos, presentations) security arrangements, administrative and organization matters of confidential or secret nature. We are sure that you will undertake to keep the same in complete confidence and not divulge any information to anyone without our consent.

In connection with your internship and during the term of your internship, upon conception or creation, you shall disclose and assign to Gap Inc. 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 Gap Inc. in relation to Intellectual Property.

On completion/termination of internship, you will immediately surrender to Gap Inc. all specifications, documents, literature, drawings, records etc., belonging to Gap Inc. or relating to its Businesses and shall not take or retain any copies of the said items.

Gap IT Services India Private Limited  
A subsidiary of

Gap Inc.

Tower 2 (2.2/2.3) Sy. No. 05 (Part),  
Waverock Building, ISIC IT / FTES SEZ,  
Nanakramguda Village, Serlingampally Mandal,  
Hyderabad-500008, Telangana, India  
Tel : 91-40-41621000

Gap Inc. shall deduct applicable taxes under the provisions of the Income Tax Act, 1961 ("the Act") out of payments due to you and remit such taxes deducted at source ("TDS") to the credit of the government account, file quarterly TDS returns under the provisions of the Act or such other law in force, furnish TDS certificates to you and comply with any other requirement connected thereto as required under the provisions of the Act.  
Termination of Association.

The company reserves its rights to curtail/ terminate your association any time before expiry without any notice. You are requested to give your letter of intent from your designated college authority and personal details to the Human Resources department at the time of commencing your association. The said letter should not be construed towards any form of employer employee relationship.

We would make all efforts for you to enjoy your assignment with us and the internship program to be a memorable one for you.  
Looking forward to having you with us for this assignment.

You are requested to return the enclosed copy duly signed as a token of your acceptance.

Yours Sincerely,



Peggy Li  
Director - Human Resources  
6/12/2024

  
Accepted

Date: 14.06.2024

Date: 06/08/2024

Private & Confidential

**Gampa Keerthi,**  
Vasavi

Dear Keerthi,

Congratulations on being selected for the 2024 Internship Program of GAP IT Services India Private Limited (Hereinafter referred to as "Gap Inc").

We support talent development across the company and encourage Interns to seek out opportunities that best fit their interests and strengths. We are confident that this assignment will be a good learning opportunity and make an impact in terms of your contribution.

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During your internship period, Gap Inc. expects you to undergo training in any department/section in which you are placed with high standard of initiative and efficiency. You will be governed by the service rules/standing orders, policies and regulations as may be promulgated by Gap Inc. from time to time in relation to conduct, discipline and other matters. You are expected to comply with the policies of Gap Inc. including the Code of Business Conduct and Ethics as they form an integral part of the terms of your internship with Gap Inc.

During the course of your assignment with us, you will be privy to a lot of classified information including, but not limited to, particulars or details of work, processes, technical know-how, research carried out, media (including but not limited to pictures, videos, presentations) security arrangements, administrative and organization matters of confidential or secret nature. We are sure that you will undertake to keep the same in complete confidence and not divulge any information to anyone without our consent.

In connection with your internship and during the term of your internship, upon conception or creation, you shall disclose and assign to Gap Inc. 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 Gap Inc. in relation to Intellectual Property.

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Gap IT Services India Private Limited  
A subsidiary of

Gap Inc.

Tower 2 (2.2/2.3) Sy. No. 115 (Part),  
Waverock Building, TSIC IT / ITES SEZ,  
Nanakramguda Village, Serlingampally Mandal,  
Hyderabad-500008 Telangana, India  
Tel : 91-40-43621000

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We would make all efforts for you to enjoy your assignment with us and the internship program to be a memorable one for you.

Looking forward to having you with us for this assignment.

You are requested to return the enclosed copy duly signed as a token of your acceptance.

Yours Sincerely,



Peggy Li  
Director - Human Resources  
6/12/2024



Accepted

-----  
Date:

Date: 06/08/2024

Private & Confidential

Jyothsna Thippani  
Vasavi

Dear Jyothsna,

Congratulations on being selected for the 2024 Internship Program of GAP IT Services India Private Limited (Hereinafter referred to as "Gap Inc").

We support talent development across the company and encourage Interns to seek out opportunities that best fit their interests and strengths. We are confident that this assignment will be a good learning opportunity and make an impact in terms of your contribution.

Your assignment will commence from 1st July 2024 (Tentative) after a successful completion of a background verification and will be for a period of 2 months. We will be glad to offer you a stipend of **Rs 35,000/-** (Thirty-Five Thousand) per month. More details on the exact date of joining, induction, project, project guide will be shared with you subsequently.

During your internship period, Gap Inc. expects you to undergo training in any department/section in which you are placed with high standard of initiative and efficiency. You will be governed by the service rules/standing orders, policies and regulations as may be promulgated by Gap Inc. from time to time in relation to conduct, discipline and other matters. You are expected to comply with the policies of Gap Inc. including the Code of Business Conduct and Ethics as they form an integral part of the terms of your internship with Gap Inc.

During the course of your assignment with us, you will be privy to a lot of classified information including, but not limited to, particulars or details of work, processes, technical know-how, research carried out, media (including but not limited to pictures, videos, presentations) security arrangements, administrative and organization matters of confidential or secret nature. We are sure that you will undertake to keep the same in complete confidence and not divulge any information to anyone without our consent.

In connection with your internship and during the term of your internship, upon conception or creation, you shall disclose and assign to Gap Inc. 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 Gap Inc. in relation to Intellectual Property.

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Looking forward to having you with us for this assignment.

You are requested to return the enclosed copy duly signed as a token of your acceptance.

Yours Sincerely,



Peggy Li  
Director - Human Resources  
6/12/2024

Accepted

-----  
Date:

# Make things possible.

---

Hi Nishanth Thumma,

Congratulations! We are pleased to inform you that based on your performance during the interview process held, we would like to extend a summer internship offer to you.

Please find your offer details below:

- 2024 Summer Internship
  - Internship Duration: 8 weeks (May-June)
  - Internship Stipend: INR 1,200,000 per annum, prorated for the actual number of days worked less tax or other withholdings and applicable deductions as required by law or in accordance with our policy

We appreciate your patience and constant participation through this program, and are looking forward to you joining us soon.

Please respond to this e-mail and share your acceptance of the offer with us by, Monday, December 18.

Please note that you will receive e-mails from us closer to your start date which will guide you through our formalities. It is extremely important that you take necessary action on e-mails as soon as possible to help your integration into Goldman Sachs.

If you have any questions, please reach out to us on [enggcampushiringprog@gs.com](mailto:enggcampushiringprog@gs.com).

*This communication and any consequent offer of employment with GSSPL/GSSPL-Hyderabad/GSISPL is conditional upon you accepting and signing the offer letters as required by the firm, and also the following:*

- Satisfactory results of background checks, reference, criminal, credit, education checks and other necessary checks as required by the firm;
- You not being subject to any obligation, whether under a contract of employment or otherwise, which would in any way restrict your ability to undertake or perform your duties with GSSPL/GSSPL-Hyderabad/GSISPL; and
- Your eligibility to work in India. Under Indian Immigration laws, foreign nationals must have appropriate employment visas before their Internship employment commences



Hexagon Capability Center India Pvt. Ltd.  
DivyaSree Trinity Campus HITEC City, Madhapur  
Hyderabad 500 081, India  
T: +91 40 7103 5000  
www.hexagon-cci.com  
CIN: U72200TG1967P1C014494

31 May 2024

**TO WHOM SO EVER IT MAY CONCERN**

We wish to confirm that **Zia Mahmood Hussain**, who pursued his B.Tech from Vasavi College of Engineering, has completed his internship from **08 Jan 2024** to **31 May 2024**.

**Hussain** is a very bright, quick learner and qualified individual and it is a pleasure to work with him. He is an excellent team player collaborating well with the team in reaching the goals.

We wish him all the very best in his pursuit for excellence and future endeavours.

for Hexagon Capability Center India Pvt. Ltd.,

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

**Manoj PATLOORI**  
Executive Manager Talent Acquisition

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**Subject: Confirmation of Caution Deposit Payment Received for Student-Training Program on AI/ML**

Dear Sunkara Lakshmi Bhuvana,

We want to express our gratitude for choosing our Artificial Intelligence and Machine Learning (AIML) course.

We would like to inform you that we have received your caution deposit payment of Rs. 10,000 and we acknowledge the same. Your commitment to the course is truly appreciated.

**Payment Received Voucher Details:**

Amount: Rs. 10,000

Transaction ID: 202356341505539

Date of Payment: 7/18/2023

**Note:** As part of our policy, we would like to inform you that the caution deposit of Rs. 10,000 will be refunded to you upon successful completion of the AIML course. This is our way of encouraging and rewarding your dedication to learning and mastering the subject.

For & Behalf of IIIT-H DATA I-HUB FOUNDATION

*\*This is a system generated receipt\**

Handwritten marks: a small circle, a circle containing the number '5', and a larger circle containing the number '1'.

# CERTIFICATE OF COMPLETION

presented to

**Jahnavi Pothula**

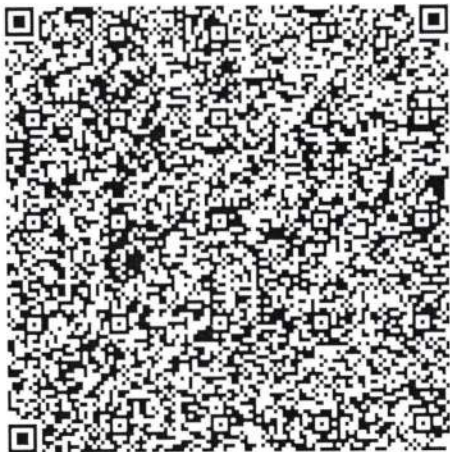
for actively participating and completing the mandatory assignment related to

**Internship 4.0 - Social Media Hate Speech Detection with ML**

conducted from May 13, 2024 to July 19, 2024

Handwritten text: IV - SEM

Infosys | Springboard



Issued on: Tuesday, September 3, 2024  
To verify, scan the QR code at <https://verify.onwingspan.com>



Thirumala Arohi  
Executive Vice President and Global Head  
Education, Training & Assessment (ETA)  
Infosys Limited

OFFER LETTER - FULL STACK DEVELOPER INTERNSHIP AT KAUSTUBHA MEDTECH PRIVATE LIMITED

To,  
Pulipaka Balaji  
4-69/49/q/a/1,  
Saraswathinagar, Karimnagar,  
Telangana 505001

Dear Pulipaka Balaji,  
We are delighted to extend an offer for the position of Full Stack Developer Intern at Kaustubha Medtech Private Limited. We have thoroughly reviewed your credentials and believe that your skills and experience align perfectly with our requirements.

Details of the internship are as follows:

**Internship Period:** Start Date: 18-01-2024 End Date: 16-02-2024

**Compensation:** No monthly stipend

**Working Hours:** Monday to Saturday, 9:00 AM to 6:30 PM

As a Full Stack Developer Intern at Kaustubha Medtech Private Limited, your key responsibilities will include:

- 1. Front-End Development:**
  - Collaborate with the design team to implement user interfaces and create an engaging user experience.
  - Develop responsive and user-friendly web applications using HTML, CSS, and JavaScript frameworks.
- 2. Back-End Development:**
  - Design, develop, and maintain server-side applications using server-side scripting languages (e.g., Node.js, Python, or Java).
  - Implement database structures and integrate databases into the overall architecture.
- 3. Database Management:**
  - Design and manage databases, ensuring data security and optimal performance.
  - Implement database queries and optimize data retrieval processes.
- 4. Full Stack Integration:**
  - Integrate front-end and back-end components to ensure seamless functionality.
  - Collaborate with cross-functional teams to align development strategies with overall business goals.
- 5. Testing and Debugging:**
  - Conduct thorough testing of applications, identify bugs, and implement solutions.
  - Collaborate with quality assurance teams to ensure the reliability and efficiency of the developed software.
- 6. Version Control and Deployment:**
  - Utilize version control systems (e.g., Git) for code management.



PHONE

+919647102668



MAIL

kaustubhamedtech@gmail.com  
gurushankardrguru@gmail.com



ADDRESS

C/o The Foundation for Centre for  
Healthcare Entrepreneurship, Indian  
Institute of Technology Hyderabad, Kandi,  
Sangareddy, Telangana 502285, India.  
U33119TG2020PTC 168957  
www.kaustubhamedtech.com

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Internship/2024/

Date: July 31, 2024.

**TO WHOMSOEVER IT MAY CONCERN**

This is to certified that **Mr. K.RISHITH RAO (1602-22-734-027)**, a student of B.Tech. (EEE) of Vasavi College of Engineering (Autonomous), Hyderabad undergone Internship in the Electrical Department of our organization from 10<sup>th</sup> July, 2024 to 30<sup>th</sup> July, 2024, at Basantnagar, Dist:Peddapalli, T.S.

During the period of Internship Training with us, his character and conduct were found to be Good.

We wish him all success in his Career.

for Kesoram Industries Limited,



  
MANAGER (HR)

P+91 8728 228121/129/152  
F+91 8728 228160

Corporate Office :  
E : corporate@kesoram.net

Cement Division Unit of Kesoram Industries Limited  
Unit : Basantnagar, Works : Post Basantnagar - 505 187.  
Dist : Peddapalli, Telangana

Registered Office : Birla Building, 8th Floor, 9/1, R.N. Mukherjee Road, Kolkata-700 001.  
CIN - L17119WB1919PLC003429





R.Sumanth Abinay  
1602-20-737-050  
7801080713

20<sup>th</sup> November 2023

(11)

To,

Sumanth Abinay Routhu  
Garudadri Towers, Balaji Nagar, Kukatpally, Hyderabad  
Hyderabad  
Telangana 500072

### INTERNSHIP OFFER

Dear Sumanth Abinay,

On behalf of Keyloop India Private Limited (group company of Keyloop or the "Company"), We extend our warmest congratulations as we offer you the opportunity to join us as an Intern.

Your Internship details are as follows:

Title : Software Development Intern  
Duration : Six Months  
Start Date : 8<sup>th</sup> January 2024  
Stipend : INR 25,000 per month (Refer Annexure A for details)  
Working Days : Monday to Friday  
Working Hours : 9 Hours  
Dress Code : Smart Casuals  
Location : Keyloop India Private Limited,  
Building Number 12D, Mindspace,HITEC City, Hyderabad, Telangana 500081

Kindly note that the internship cannot be construed as an employment or an offer of employment with the Company.

During your internship with the Company, you are responsible for adhering to Keyloop's Code of Conduct that outlines expectations for employee behaviour and sets the standards for how employees and any other parties working on behalf of Keyloop should conduct themselves in the workplace. Violation of the Company's Code of Conduct would lead to disciplinary action, up to and including termination without notice.

Either the Company or the Intern can terminate this Agreement by giving two weeks' prior written notice. Waiver of notice period will be at the sole discretion of the Company.

Please note that Company will issue a detailed official work experience certificate only after the completion of six months of Internship. Completion of Internship doesn't guarantee an employment with the Company.

**Keyloop India Private Limited**

9th floor, 12D, Unit no 902, M/s Sundew Properties Limited, IT/ITES SEZ, Madhapur, Serilingampally, Ranga Reddy, Telangana, 500081



Kindly confirm your acceptance by sending the signed offer letter within 48 hours to [hrdirect@keyloop.com](mailto:hrdirect@keyloop.com)

We wish you the very best and look forward to a mutually productive relationship.

Sincerely,  
For Keyloop India Private Limited

Signature

Signature

-----  
Kavya Nihaarika Pillarisetty  
HR Manager, India

-----  
Sumanth Abinay Routhu  
Date of Acceptance: 20th November 2023

**Keyloop India Private Limited**

9th floor, 12D, Unit no 902, M/s Sundew Properties Limited, IT/ITES SEZ, Madhapur, Serilingampally, Ranga Reddy, Telangana, 500081



Annexure A

Compensation	Monthly (INR)
Basic	15000
Special Allowance	11800
Statutory Bonus	2000
<b>Total Fixed Compensation</b>	<b>28800</b>
<b>Retirals</b>	
PF – Employee Contribution	1800
PF – Employer Contribution	1800
<b>Professional Tax</b>	<b>200</b>
<b>Net Pay</b>	<b>25000</b>

Signature

Signature

Kavya Nihaarika Pillarisetty  
HR Manager, India

Date of Acceptance:  
20th November 2023

Dear Mahesh Kumar Kumari,

On behalf of MosChip Technologies Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as a Trainee with the Company on 8<sup>th</sup> December 2023.

You will be paid **INR 25,000 (Twenty-Five Thousand Rupees)** per month as a stipend. Your training is expected to end in six months from the date of joining. Your compensation will be reviewed after successful completion of your training period, subject to your training performance evaluation it would be in between **INR 5,50,000 – 6,00,000** per annum as total CTC. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

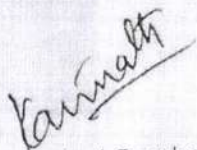
During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as a regular employee, you will be entitled to regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for 4 years and 6 months which includes a training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of INR 9,00,000 (Nine Lakhs Rupees) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,



Kasinath Tumuluru  
Head HR

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

Printed Name

Signature

Date



**MTX IT CONSULTING SERVICES PRIVATE LIMITED**

Level 9, Unit 2A-2, Octave, Knowledge City, Hitech City, Hyderabad 500081

**February 2, 2024**

**Gittagoni Praveen Kumar**  
**Vasavi College of Engineering**

**Re: Offer of Internship & Employment**

Dear **Praveen Kumar**,

We are pleased to offer you the position of a **Quality Analyst Trainee**, at MTX IT Consulting Services Private Limited ("Company") as per the below mentioned terms and conditions. You will report to the **Global Delivery Office**. This position is located in **Hyderabad, India**. Should you accept this offer, please notify us in writing via email on or before **February 4, 2024**.

**Joining**

You shall join the organization as an **Intern - Quality Analyst** on **February 19, 2024**. The internship will be for a period of six (6) months from the date of your joining. Please note that if the Company is satisfied with your performance during the internship period and you clear the training evaluation that shall be conducted at the end of your internship period, you will be on boarded as a Full Time Employee in the month of **September, 2024**, at the sole discretion of the company. The exact dates will be communicated to you as we get closer to the joining month. The Company may, however, change the joining dates at its discretion.

**Stipend and Compensation**

1. You will be paid Rs. 20000/- per month during your training period with the Company.
2. Upon being on boarded as Full Time Employee of the Company, your compensation and additional benefits shall be as follows:

<b>Salary Structure</b>		
<b>Computation</b>	<b>Monthly</b>	<b>Yearly</b>
Basic (50%of CTC)	₹29,167	₹350,000
HRA	₹11,667	₹140,000
Telephone Allowance	₹5,000	₹60,000
Leave Travel Allowance	₹1,458	₹17,500
Employer PF	₹3,500	₹42,000
Special allowance	₹7,542	₹90,500
<b>Total</b>	<b>₹58,333</b>	<b>₹700,000</b>

1602-90-731-094



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**MTX IT CONSULTING SERVICES PRIVATE LIMITED**

Level 9, Unit 2A-2, Octave, Knowledge City, Hitech City, Hyderabad 500081

**February 1, 2024**
**Veltoor Prashamsa**  
**Vasavi College of Engineering**
**Re: Offer of Internship & Employment**

 Dear **Prashamsa**,

We are pleased to offer you the position of a **Consultant Trainee**, at MTX IT Consulting Services Private Limited ("Company") as per the below mentioned terms and conditions. You will report to the **Global Delivery Office**. This position is located in **Hyderabad**, India. Should you accept this offer, please notify us in writing via email on or before **February 3, 2024**.

**Joining**

You shall join the organization as an **Intern - Development** on **February 19, 2024**. The internship will be for a period of six (6) months from the date of your joining. Please note that if the Company is satisfied with your performance during the internship period and you clear the training evaluation that shall be conducted at the end of your internship period, you will be on boarded as a Full Time Employee in the month of **September, 2024**, at the sole discretion of the company. The exact dates will be communicated to you as we get closer to the joining month. The Company may, however, change the joining dates at its discretion.

**Stipend and Compensation**

1. You will be paid Rs. 20000/- per month during your training period with the Company.
2. Upon being on boarded as Full Time Employee of the Company, your compensation and additional benefits shall be as follows:

Salary Structure		
Computation	Monthly	Yearly
Basic (50%of CTC)	₹29,167	₹350,000
HRA	₹11,667	₹140,000
Telephone Allowance	₹5,000	₹60,000
Leave Travel Allowance	₹1,458	₹17,500
Employer PF	₹3,500	₹42,000
Special allowance	₹7,542	₹90,500
<b>Total</b>	<b>₹58,333</b>	<b>₹700,000</b>



**MTX IT CONSULTING SERVICES PRIVATE LIMITED**  
Level 9, Unit 2A-2, Octave, Knowledge City, Hitech City, Hyderabad 500081

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### **Compulsory Condition**

Considering that the Company will be making substantial investment into your training. In consideration of above mentioned training, you will undertake and agree to serve the Company for Eighteen Months (18) months from the date of joining. In case of your failure to do so, the Company shall be entitled to recover a sum of Rs. 250,000/- from you as training cost.

### **Training Assessment**

During the training period your performance would be assessed on a regular basis through various interactions, practical assignments, and other means. During and at the end of training, you shall undergo a training evaluation process and if your cumulative performance is not found to be as per the desired standards, this can lead to offer termination.

### **As a Full Time Employee of MTX, you will also be eligible for additional benefits:**

1. Group Medical Insurance (Family Floater Plan - Self + Spouse + 4 Dependent Children)
  - a. Sum Insured: INR 5,00,000/-
  - b. Maternity cover up to two children
  - c. Inclusive of COVID-19 Coverage
  - d. Cashless & Reimbursement facility
  - e. Access to free online doctor consultation
  
2. Personal Accident Policy (Disability Insurance) -
  - o Sum Insured: INR. 25,00,000/- Per Employee
  - o Accidental Death and Permanent Total Disability is covered up to 100% of Sum Insured
  - o Permanent Partial Disability is covered as per the scale of benefits decided by the Insurer
  - o Temporary Total Disability is covered
  
3. An option of Food Wallet (up to Rs. 2500) as a tax saver benefit
4. Monthly Internet Reimbursement of upto Rs. 1,000
5. Professional Development opportunities through various MTX sponsored certifications on multiple technology stacks including Salesforce, Google Cloud, AWS & others

Welcome to MTX, we are excited to work closely with you going forward.

**Note:** This offer is intended for **Veltoor Prashamsa** only. If there is any suspicion of fraud or any act of impersonation, MTX IT Consulting Services Private Limited has the right to revoke this offer immediately. Your job offer, and employment, are contingent upon the successful clearance of any active backlog at the time of joining, background investigation and reference checks. You



**MTX IT CONSULTING SERVICES PRIVATE LIMITED**

Level 9, Unit 2A-2, Octave, Knowledge City, Hitech City, Hyderabad 500081

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*acknowledge and agree that the Company reserves the right to terminate this agreement in accordance with the terms hereof, and applicable law.*

Sincerely,

A handwritten signature in black ink that reads 'Ankita Sinha'.

Ankita Sinha  
Chief People Officer  
MTX IT Consulting Services Private Limited

**OFFER LETTER**

Date: 18.12.2023

Dear Ettireddy Spandana,

With reference to your application, we are pleased to offer you an internship program in the NIUM-IT at the National Institute of Urban Management, Hyderabad.

Your internship shall be from the 8th January 2024 to 30 of June 2024. During this period of your service with us, you are expected to maintain certain decorum and follow a proper professional code of conduct.

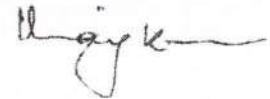
You will be joining the team to work on software development and other works assigned by the Technical Architect/ Project Director.

A notification email should be sent to us from your college HOD in case of any exam or practical you need to attend during this internship period. The date of the exam or practical should be informed to us one-week prior to the date.

In the event of your absence from work without any approval, you shall be considered as having voluntarily abandoned your internship. The organization shall have the right to terminate your services and, in this case, you shall not be entitled to any certification.

During the internship with NIUM a stipend of Ten thousand only (Consolidated) will be paid per month.

With Regards,



Vinay Kumar  
(CEO-TSbPASS)

**Acceptance of the Offer**

I, the undersigned, have read and understood the terms and conditions contained herein, the letter. I hereby accept the same and I attest my signature here under.

Signature of the student: \_\_\_\_\_

E. Spandana

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

18/12/2023

1602-20-137-098

Rohan A

(Intern)

5

**ORACLE**

Oracle Solution Services  
(India) Private Limited

Oracle Tech Hub  
Block B, Lvl 4, No. 169/1 Bellandur,  
Sarjapur Marathahalli Ring Rd.,  
Kadubeesanahalli,  
Bengaluru, Karnataka - 560 103  
India

CIN: U72900KA1995PTC018327  
phone +91 80 3713 0000

## Private & Confidential

Reference: 219559

Dated: 15 December 2023  
Apuu, Rohan

Dear Rohan,

It is our pleasure to offer you student internship to work on a project with Oracle Solution Services (India) Private Limited (the **Company**) by way of this internship letter.

### Appointment

Your project location would be Hyderabad.

The duration of your internship will be from **17 January 2024** to **12 July 2024**. Any changes to the start and/or end date will be as agreed between the Company and you, and any extension of the internship will be based on mutual agreement.

Upon joining, you will be assigned a mentor from the Company who will brief you about the project and you will be required to carry out the project work under the guidance of a mentor.

### Stipend

Under this internship, you will be paid a stipend of INR **50,000.00** per month, subject to applicable tax deduction. You will however, not be entitled to any other allowances or benefits given to the regular employees of the Company, other than what is set out in this letter.

You will arrange to take care of your tax related responsibilities as may be applicable to the aforesaid stipend payments or any other tax related matters in connection with your internship and the Company will not be liable for the same.

### Termination

During your internship, you or the Company may terminate this internship by giving 10 calendar days' notice in writing or by Company making payment in lieu thereof.

The Company shall be entitled to terminate this internship with immediate effect (but without prejudice to the rights and remedies of the Company for any breach of this offer letter and to your continuing obligations under this offer letter) if you are guilty of dishonesty, serious or persistent misconduct, or without reasonable cause of neglect, or refusal to attend to your duties, or failure to perform any of your obligations, hereunder, or fail to observe the Company's disciplinary rules or any other applicable regulations of the Company.

You will be responsible for the safe return of all properties of the Company, including any drawings, software, employee data, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to the Company, or any reproduction thereof which may have been provided to you during the course of your internship with the Company, or which may be in your use, custody, care, or charge. For the loss of any property of the Company in your possession, the Company will have a right to assess the value of the loss on its own basis and recover the damages as it deems proper in the event of your failure to account for such material or property to its satisfaction.

On expiry or earlier termination of this internship, you shall immediately hand over all papers, documents, and other properties of the Company and the group companies as may be in your possession, custody, control, or power, including but not limited to any computers, computing equipment, computing devices, etc. as provided by the Company.

We are aware that as part of your education curriculum, you have to work on a project report and submit it to your college. We wish to inform you that the projects done at the Company would be the sole property of the Company. Consequently, all rights to such projects will remain solely the property of the Company. You will be required to prepare a project report under the guidance and review of the mentor; a copy of which will be retained by the Company for our records and the other copy can be submitted to your college.

You must also ensure that you have submitted the request/recommendation letter from your college for your internship at the Company with our Campus Team before you can commence on your internship.

On your successful completion of the internship, you will be provided with an internship certificate by the Company.

This internship letter shall be governed by and construed in accordance with the laws of India.

This internship letter is subject to the acceptance of the enclosed guidelines which are applicable during your project period.

Yours Sincerely,

For and on behalf of **Oracle Solution Services (India) Private Limited**



**Srihari Beldona**  
**Group Vice President - Human Resources**

**Acknowledgement:**

No signature is required from you upon acceptance of this offer. By clicking the acceptance button, you have agreed to be bound by the terms & conditions upon which the offer has been made. This contract is legally binding based on the laws of India.

## Guidelines For Interns

- To enable us to equip you with some of the skills that you may require in your future professional career, you would be required to be available for eight hours each working day at the Company, excluding breaks, during the course of your internship. Your mentor will communicate to you the specific timings that you need to maintain at the Company.
- You will be eligible to take leave of up to 2.25 days per month subject to prior notification and approval from your mentor, and you will be governed by the public/Government holidays as applicable to the Company's location where you are interning.
- You will have to sign our standard "Internship Non-Disclosure Agreement".
- You will be required to comply with the Company's background check process as applicable to interns prior to commencement of the internship. As part of your background check, as well as during the course of your internship, the Company may collect personal information, including but not limited to, your bank details, credit history, medical records and history, and such other personal data or information, as it may deem necessary, from time to time, as necessary for the purpose of your internship. You hereby acknowledge and grant your consent to the Company collecting, using, processing, storing, disposing off, and transferring, whether to any other group company, or to third party service providers, within or outside India, any such personal information relating to you.
- Access card for entry into Oracle office will be provided for the duration of the project, after which, you are required to return the access card.
- Any project carried out at the Company will remain the property of the Company and you will not be allowed to keep with you in any format or mode & any part thereof without the Company's express consent. All rights to such project will remain solely with the Company.
- You need to abide by all relevant company policies, including the policies concerning physical security, information security, discipline, confidentiality, conduct & ethics at workplace, etc.
- You shall be required to prepare a project report and a copy of the report shall be retained by the Company.
- If the project requires generation of source code, the same shall not be included in the project report, nor can you remove a copy of the source code from the office in any format or mode.
- In any work output/product resulting from this internship shall be disclosed by you that you were doing internship assignment for and on the Company's behalf and that the Company owns copyright of the reports/output you created.
- You shall not acquire the status of an employee nor a right to claim employment with the Company by virtue of your participation in this project/internship.

V Srinivas Reddy  
1602-20-737-113  
Ph.No : 8919942016  
(Internship)  
9



**PEGASYSTEMS WORLDWIDE INDIA PRIVATE LIMITED**  
Registered Office: Building No.12A, 13th Office Level,  
Mindspace Cyberabad, Madhapur, Hyderabad -500081  
CIN No. U72200TG2007FTC055018

Vangala Srinivas Reddy  
Plot No 75, Sri Krishna Nagar Colony, Chintal Kunta Check post, L B Nagar, Hyderabad-500074.

Dear Srinivas,

**Congratulations!**

Pegasystems is pleased to offer you the role of Intern as part of our 2024 Internship Program. You will be paid a monthly stipend of INR 25,000, subject to tax and statutory deductions, for a maximum 40-hour work week. Pega policy does not require interns to work greater than 40 (forty) hours per week. The duration of the internship is for a period of 4 (Four) months.

The purpose of an internship is to provide students with the opportunity to gain valuable business skills while earning a competitive compensation. Intern positions do not include any health coverage or other corporate benefits. As part of the internship, you will be asked to abide by all policies, including the company Code of Conduct and completing a weekly time sheet.

Please sign and return your signed Offer Letter and agreement no later than 23rd January'2024.


We look forward to working with you and hope you enjoy your time at Pegasystems!

Sincerely,  
For Pegasystems Worldwide India Private Limited

**SMRITI**  
**MATHUR**  
Digitally signed by  
SMRITI MATHUR  
Date: 2024.01.12  
13:53:35 +05'30'  
Authorized Signatory

I accept the terms of this offer letter and will begin an Internship at Pegasystems.  
confirm the start date is 23rd January'2024

I understand and acknowledge that this document has been authenticated in electronic mode and such signing or delivery of the document shall be deemed to be as good as an original document and not affect the validity of provisions it contains.

DocuSigned by:  
  
8FFB698AE2A3450...

12 January 2024 | 06:09 EST

Vangala Srinivas Reddy

Date

INTERNSHIP AGREEMENT

1. **Employer:** Pegasystems Worldwide India Private Limited (the "Company").
2. **Position:** Your role will be Intern
3. **Place of work:** Your normal place of work will be at Hyderabad. Please note that the Hybrid Working & Return to Office guidelines are subject to change as per State, Central Government and/or Special Economic Zone (SEZ) notifications
4. **Start Date:** Your internship with the Company will start on 23rd January'2024. No employment with a previous employer counts towards your continuous employment with us. You will be employed for a Fixed Term as set out in paragraph 5 below.
5. **Anticipated Fixed Term Contract End Date:** Your fixed term employment will end on 23rd May'2024 without the need for the Company to give notice. The Company reserves the right to end this Fixed Term Contract prior to the anticipated fixed term end date, on one week's notice, without liability for payment of the balance of any unexpired term.
6. **Normal Working Hours:** Your normal working hours will be Monday to Friday, from 10.00 am to 07.00pm IST and such hours as are necessary for the performance of your role.
7. **Objectives and Tasks:** You undertake to perform the work assigned to you to the best of your knowledge and ability and to strictly follow all the Company's instructions.
8. **Incapacity for Work:** You must immediately inform the Company in the event that you are ill or are involved in an accident, in any event no later than 9:30 am on the first day of incapacity. You must report your incapacity for work to the on-site Supervisor and HR. You will not be entitled to any Company sick pay for any period of sickness or incapacity.
9. **Confidentiality:** You acknowledge that the Company has imposed on you a duty of confidentiality in respect of all details concerning the Company's business or companies affiliated with the Company or concerning or relating to the Company's customers or business relations. Thus, during the Fixed Term and after its termination, you are prohibited from informing third parties, directly or indirectly, about any details of the Company's or of companies affiliated with the Company with respect to or relating to the Company's customers or business relations.
10. **Return of Property:** Upon termination of this Agreement for any reason or upon the first request of the Company, you will immediately deliver to the Company all documents, papers, materials, computer hardware and software and other property relating to the business of the Company which may be in his possession or under his control.
11. **Termination:** Either the Company or you may terminate the internship at any given time, by providing a written notice of one week. The Company shall not be liable to pay stipend for any unexpired term of the internship period.
12. **Insurance:** The Intern bears the responsibility to be insured for Health Care as well as travel insurance as the Company will not provide such benefits.
13. **Governing Law:** This Agreement is governed by the laws of India. The Courts having jurisdiction in Hyderabad and Ranga Reddy have exclusive jurisdiction to hear and decide on any disputes arising directly or indirectly from this Agreement.

Agreed and executed in duplicate originals and signed by both parties.

For Pegasystems Worldwide India Private Limited

SIVIRI I I

MATHUR

SMRITI MATHUR

Date: 2024.01.12

13:53:52 +05'30'

Authorized Signatory

I understand and acknowledge that this document has been authenticated in electronic mode and such signing or delivery of the document shall be deemed to be as good as an original document and not affect the validity of provisions it contains.

DocuSigned by:



8FFB696AE2A3450...  
Vangala Srinivas Reddy

Date 12 January 2024 | 06:09 EST

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ECG

160  
March 4

www.omnicloudconsulting.com



**A Shashank**  
Vasavi College of Engineering  
9-5-81, Ibrahim Bagh, Hyderabad, Telangana 500031.

Date: 19/12/2023

Dear **A Shashank**,

We are very pleased to make you an offer of employment with **OmniCloud Software Consulting Private Limited** as "**Associate Salesforce Engineer Intern**". Upon successful completion of the Internship period, you will be inducted into the organization as "**Associate Software Engineer**".

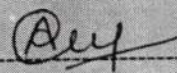
The salary and benefits will be as discussed with college.

The details of the employment will be disclosed on the date of Joining. Please confirm your acceptance of this LOI by signing and returning this letter by **22<sup>nd</sup> Dec 2023**, failing which offer will stand rescinded. If you accept this offer, the joining will be on 4<sup>th</sup> of March 2024. The final letter of appointment will be handed to you upon joining the services of the company.

We welcome you to **OmniCloud**. Together we will strive to bring growth to OmniCloud's Customers and Employees. Our focus and hope are that our association will be long and mutually rewarding.

Sincerely,  
For **OmniCloud Software Consulting Pvt. Ltd.**  
**Anand Nair**  
Success Manager

Accepted:

Signature: 

Email: [success@omnicloudconsulting.com](mailto:success@omnicloudconsulting.com)  
H. No 1-11-251/11, RKP Mansion, Begumpet Hyderabad – 500 016. TS.

58,59

**PEGASYSTEMS WORLDWIDE INDIA PRIVATE LIMITED**

Registered Office: Building No.12A, 13th Office Level,  
MindSpace Cyberabad, Madhapur, Hyderabad -500081  
CIN No. U72200TG2007FTC055018



07/23/2024

**EXPERIENCE CERTIFICATE**

This is to certify that Mr./Ms. Sai Snigdha Kasireddy has been employed with Pegasystems Worldwide India Private Limited since 01/23/2024 until 07/05/2024 and designation at the time of relieving was Intern.

Yours sincerely,

DocuSigned by:  
  
CCC9E842EFCC4BF...

Human Resources  
Pegasystems Worldwide India Private Limited

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## Internship Offer Letter

Dear **Gangannagari Varunteja Reddy**,

People Tech Group is pleased to offer you an educational internship opportunity. We intend to hire you as an **Intern** for the **Junior Software Engineer** program effective from **10<sup>th</sup> January 2024**.

As we discussed during the process, you will be entitled to a monthly stipend depending upon your Involvement in the project, as part of this you will be paid **INR 10000/- per month** as your monthly stipend based on your performance.

You will be under an assessment plan for 6 months. Depending on the assessment outcome, you may be eligible for a pre-placement opportunity with its respective compensation based on various factors pertinent to employment with the people tech group.

Congratulations on your internship and welcome to the team!

Acceptance by:

Name:

Signature:

Regards,

Human Resource

Signature:

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**PeopleTech Enterprises Private Limited**

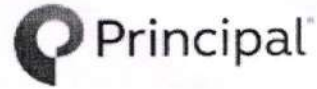
RMZ Futura Block B, Plot No 14 and 15, Phase 2, Hitech city, Hyderabad- 500081, Telangana  
Telephone: 040-41239999



1602-20-737-096

4

Principal Global Services Pvt. Ltd.,  
(A Member Company of Principal Financial Group, USA)  
Tower 16, Cybercity, Magarpatta City,  
Hadapsar, Pune - 411013, India  
Tel.: +91 020 6621 4000  
<http://www.principal.com>



December 19, 2023

Perli Ramya Sree  
6/969-C-B-4-E-1, Dwaraka nagar, Annamayya,  
Rajampet, AP 516115

**Sub: Internship**

Dear Perli Ramya,

Principal Global Services Private Limited (Company or Principal) Internship Policy provides opportunities to students or other eligible persons to have experiential learning in the organization by deploying their knowledge and skills.

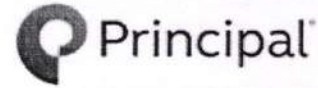
With reference to the request from your college/Institute for carrying out internship as part of your curriculum studies we are pleased to extend you the internship at Principal Global Services from **31-January-2024 – 31-May-2024**.

**Term and Conditions**

- The period of the internship is as prescribed by university/ college or organization.
- Interns are not employee of Principal Global Services. Internship is neither an employment nor assurance of employment in Principal Global Services.
- The interns will also give an undertaking that "he/she" shall strictly maintain full confidentiality and secrecy of any information/matter relating to Principal. Further during internship period interns should abide by code of conduct and other applicable policies of Principal Global Services.
- An intern may be considered for employment in the Principal Global Services against an approved open position if any. Performance during the internship program will be a crucial factor for consideration for permanent position in the organization.
- On successful completion of training interns will be awarded with the certificate for completion of internship project/ program with the Company.
- You Project supervisor will set role expectations before the start of the project. Post the completion of the project, the project supervisor will evaluate your performance, the same will be documented and will be sent to your university as required.
- The projects will be selected and allocated by respective leader as per the project category.
- Interns will have to follow working hours as per Principal Work Hour Policy.

Registered Office: Tower 16, Cybercity, Magarpatta City, Hadapsar, Pune - 411013, India  
CIN: U64120PN2005PTC129516

Principal Global Services Pvt. Ltd.,  
(A Member Company of Principal Financial Group, USA)  
Tower 16, Cybercity, Magarpatta City,  
Hadapsar, Pune - 411013, India  
Tel.: +91 020 6621 4000  
<http://www.principal.com>



**Stipend:**

You will receive a stipend of INR 25,000/- per month.

<b>Stipend</b>	<b>Per Month (INR)</b>
Basic	INR 14,310
HRA	INR 10,690
ESIC	-
<b>Total Stipend</b>	<b>INR 25,000</b>

- Appropriate taxes as applicable will be deducted every month from your stipend
- Stipend less than INR 15,000/- per month will attract Employee State Insurance Corporation (ESIC) deduction as per ESIC provision
- TDS will be applicable as per income tax law

**Interns will also be eligible for following benefits over and above stipend amount.**

- Transportation facility as per company's Transport Policy.
- Leaves as per the curriculum guidelines, if any or in absence of any guidelines, as per the Leave policy of Principal Global Services uploaded on intranet.

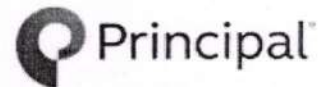
**Code of Conduct:**

- You shall at all the times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- To generate 'mutual respect', you should respect all individual irrespective of their caste, age, sex, level etc.
- You shall honor and comply with all rules and regulations of the Company and statutory requirements, in letter and spirit.
- You shall maintain utmost secrecy with regards to confidential and proprietary information relating to the Company. This information includes and is not limited to trade secrets, technical processes, financial information, and other non public information including personally identified information relating to suppliers, employees, agents, distributors and customers.

Confidential

Registered Office: Tower 16, Cybercity, Magarpatta City, Hadapsar, Pune - 411013, India  
CIN: U64120PN2005PTC129516

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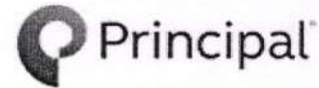


- You shall not, during your internship or at any time thereafter, directly or indirectly divulge, disclose, make known, communicate use, disclose to any persons, firm, Company or concerns Company's secret, proprietary and/or confidential or any other information which you may acquire receive or obtain in relation to the Company's affairs or to the working of any process or any invention which is carried on or used by the Company or any other matter which may come to your knowledge in the course of or by the reason of your employment with the Company except for the sole benefit of the Company. Provided that, in the event and to the extent it is required by law, you shall, prior to disclosing the same to the appropriate authorities, give the Company sufficient days' prior notice of the same to the extent possible. This restriction does not apply to information available in public domain.
- You shall not take copies of confidential documents or information for your own purposes, and forthwith upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- You shall not engage in any business as principal/ agent or otherwise. Meaning thereby, you will not indulge into dual employment while employed with the Company. You may however, undertake honorary work of social or charitable nature, literacy, artistic, or scientific character after expressing written permission from competent authority of the Company.
- You will promptly return to the Company upon termination of employment all documents and other materials developed for or otherwise belongings to the Company or its associates and all copies and materials shall remain the exclusive property of Principal Global Services.
- You will be bound by code of conduct and all other rules, regulations policies and orders issued by the Company from time to time as if these et al, were part of this contract of internship.
- You understand that a breach of the Code of conduct can put the Company at substantial risk and every intern is accountable for his own behavior. Failure to follow the Code will result in appropriate disciplinary action, up to and including termination of internship or relationship with the Company and in addition Company may take all legal actions in the appropriate court of law.

Confidential

Registered Office: Tower 16, Cybercity, Magarpatta City, Hadapsar, Pune - 411013, India  
CIN: U64120PN2005PTC129516

Principal Global Services Pvt. Ltd.,  
(A Member Company of Principal Financial Group, USA)  
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Hadapsar, Pune - 411013, India  
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<http://www.principal.com>



### **Termination of Internship**

Your internship with the Company may be terminated at any time without cause. Either the Company or an employee may at any time terminate the internship by giving 7 days' notice or if acceptable to the BU Head, a sum equal to the amount or prorated amount of stipend which would have accrued to the employee during the period of notice.

The internship at Principal is subject to exclusive jurisdiction of Courts at Pune, Maharashtra only.

We welcome you and wish you every success in your career with Principal, a promising venture that will provide you a challenging and a rewarding professional environment with ample opportunities for career development.

You are requested to join us on January 31, 2024. Please do not hesitate to connect with us for any clarifications.

Yours Sincerely,  
For **Principal Global Services Private Limited.**

A handwritten signature in black ink, appearing to read 'Manish Tripathi'.

**Manish Tripathi**  
**Associate Director - Talent Acquisition**

I accept the offer on stipulated terms & conditions and shall join duty on or before  
January 31, 2024

Signature:

Name:

Confidential

Registered Office: Tower 16, Cybercity, Magarpatta City, Hadapsar, Pune - 411013, India  
CIN: U64120PN2005PTC129516

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Dear **Srividya Peddapally**,

Subject: Internship Confirmation

Congratulations!

Welcome to **Providence Global Center ("PGC" also known as "Providence India")!**

We at PGC are delighted to confirm your internship from **May 13, 2024** to **July 12, 2024** ("**Internship Period**").

We are excited that you will be interning with our outstanding team of dedicated professionals who work together every day to bring our vision of Health for a Better World to life. As a not-for-profit, mission-driven organization, we continue our legacy of service that began in the western United States 170 years ago. Our commitment to this heritage, mission and core values sets us apart from other health care organizations. This is an exciting opportunity to intern with PGC and to challenge yourself with innovative and impactful projects in healthcare technology.

During the Internship Period, you will be paid an amount of **INR 40,000.00** per month, subject to applicable statutory deductions. Benefits offered during the internship will be shared shortly.

This Internship can be terminated by you or PGC, by providing written intimation at any point of time during internship. You will have a continuing obligation not to use, publish, or otherwise disclose either during or after your internship with PGC, any trade secrets, confidential or proprietary information belonging to, or concerning or referring to PGC or its employees, customers, clients or accounts.

Furthermore, you will abide by all the policies and standards in effect at PGC from time to time during the internship period.

Please respond via email an acceptance of this letter.

Best wishes!

Yours sincerely,

*Nagraj Shriyan*

Nagraj Shriyan

Senior Director – Talent Acquisition



Date: November 21, 2023

Dear Akshitha Nampally ,

Subject: Internship Confirmation

Congratulations!

Welcome to Providence Global Center ("PGC" also known as "Providence India")!

We at PGC are delighted to confirm your internship from January 16, 2024 to June 14, 2024 ("Internship Period").

We are excited that you will be interning with our outstanding team of dedicated professionals who work together every day to bring our vision of Health for a Better World to life. As a not-for-profit, mission-driven organization, we continue our legacy of service that began in the western United States 170 years ago. Our commitment to this heritage, mission and core values sets us apart from other health care organizations. This is an exciting opportunity to intern with PGC and to challenge yourself with innovative and impactful projects in healthcare technology.

During the Internship Period, you will be paid an amount of **INR 40,000.00** per month, subject to applicable statutory deductions. Benefits offered during the internship will be shared shortly.

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Furthermore, you will abide by all the policies and standards in effect at PGC from time to time during the internship period.

Please respond via email an acceptance of this letter.

Best wishes!

Yours sincerely,

*Nagraj Shriyan*

Nagraj Shriyan

Senior Director – Talent Acquisition

3  
Akshitha Nampally

1602-20-737-004

Intern offer letter

08 March 2024

**Name: H Urmila**  
**Email: urmilareddy345@gmail.com**  
**Mobile: 9392671488**

**Letter of Appointment**

Dear Urmila,

Further to our assessment test and subsequent discussions we had with you regarding an internship with us, we are pleased to offer you an internship followed by a career with QualiZeal, Hyderabad. Please accept our heartiest congratulations!

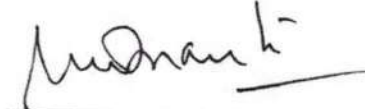
Welcome to QualiZeal.

Your appointment as a Full-Time Employee is subject to the following terms and conditions:

1. You are requested to report to our Hyderabad office on **Monday 11<sup>th</sup> March 2024 at 10:00 AM** to start your internship program.
2. As part of the internship program, you will undergo extensive on-the-job training for 4-6 months.
3. Your performance will be periodically assessed during on-the-job training, and appropriate feedback will be shared for better learning and development.
4. On successful completion of your on-the-job training, you will be offered full-time employment with QualiZeal, India with the following terms and conditions.
5. Your formal designation would be **Associate Software Development Engineer in Test**. You will be paid gross annual compensation of **Rs.4,00,000/- per annum** payable monthly, the details of the monthly compensation are as per annexure-A.
6. A one-time appreciation bonus of Rs.50,000/- will be paid along with the first full-time salary.
7. During your employment with the company, you should abide by all the rules and regulations of the company.
8. On the completion of the on-the-job training, you will have to sign an employment agreement for 18 months from the date of converting into a full-time employee.
9. During your employment, you should adhere to QualiZeal policies and procedures in discharging your duties.
10. You will be responsible for the safekeeping and return in good condition all company property/assets, etc., which will be in your use, and custody during your employment with QualiZeal.
11. Any communication or intimation sent to the address furnished by you and entered in company records shall be deemed to have been served upon and received for all purposes of such communication. You shall inform any change in the address for the company's records for all communications.
12. You are required to carry all your academic certificates in original and submit copies of documents as per Annexure I.

Please sign the copy of this offer letter as a token of acceptance of the terms and conditions of appointment QualiZeal, India.

We are happy to welcome you to QualiZeal and hope you will find a long and successful career with QualiZeal.



**Authorized Signatory**  
**Name: Madhu Murthy R**  
**Designation: Head – India Operations**

H. Urmila

**Candidate Signature**

## Annexure-A

### Details of Compensation

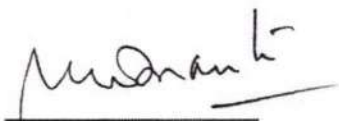
Name: H Urmila

Designation: Associate Software Development Engineer in Test

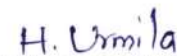
Component	Monthly	Annual No.	Remarks	Taxability
<b>Gross Salary</b>	<b>33,333</b>	<b>4,00,000</b>		
<b>Earnings (A)</b>	<b>INR</b>	<b>INR</b>		
Basic Salary	16,667	2,00,000	50% of Gross Salary	Fully Taxable
HRA	6,667	80,004	40% of Basic Salary	Partially taxable
LTA	1,667	20,004	10% of Basic Salary	Taxable now
Special Allowance	6,533	78,392	Balance amt after Gross-components	Fully Taxable
Provident Fund - Employer Share	1,800	21,600	12% of Rs.15000/-	Tax Saving 80D
<b>Gross Salary</b>	<b>33,333</b>	<b>4,00,000</b>		
<b>Total CTC</b>		<b>4,00,000</b>		
<b>Deductions (B)</b>				
Provident Fund Employee share	1,800	21,600	12% of Rs.15000/-	Tax Saving 80D
Professional Tax	200	2,400	As per slab	Tax Saving
Income Tax	As applicable	As applicable	As per prevailing IT rules	
<b>Total deductions</b>	<b>2,000</b>	<b>24,000</b>		
<b>Net Salary (A-B)</b>	<b>31,333</b>	<b>3,76,000</b>		

**Note:**

- Basic Salary restricted to Rs.15,000/- per month for Provident Fund calculations
- Deductions will be made towards Professional Tax and Income tax as applicable
- You will be entitled to other benefits like the Group Medclaim scheme and Group Personal Accident Insurance of Rs. 5,00,000/-.
- You will be eligible for payment of Gratuity as per the Payment of Gratuity Act, 1952.
- Retention Bonus, if any, is payable Annually as per the guidelines on Salary & Benefits.



**Authorized Signatory**  
**Name: Madhu Murthy R**  
**Designation: Head – India Operations**



**Candidate Signature**

# QUALIZEAL

Reg office: 9901 Valley Ranch  
Pkyw E, Ste 2037 Irving, Tx 75063

Corporate office: iLabs Centre,  
2B, Software Units Layout,  
Madhapur, Hyderabad - 50081  
LLPIN : AAX-2575

info@qualizeal.com

## Annexure-1

S. No.	Document
1	Updated Resume
2	Latest Passport size photograph- soft copy & hard copy
3	Original SSC / 10th Class certificate as Date of Birth proof
4	Highest academic qualification Certificate
5	Aadhaar Card
6	PAN Card
7	Document supporting Permanent Address Proof
8	Passport
9	Digital/scanned copies of above all.

H. Umila

Signature of the Candidate

Name: H. Umila

Date: 10/03/2024

**RC ALL-TECH/VCE/2024-25/010/ Dt.09.07.2024**

To  
The Professor,  
Head of EEE Department,  
Vasavi College of Engineering,  
Ibrahimbagh, Hyderabad-500031.

Dear Sir

**Sub: Internship for 2 weeks**

We accept to give internship For the following students.

Pin Number	Student Name
1602-22-734-035	B.Sai Sheranya
1602-22-734-020	Y.Namratha
1602-22-734-014	P.Lasya
1602-22-734-039	B.Shreeya
1602-22-734-029	G.Rushiksha
1602-22-734-011	V.Dinesh Karthik

Thanking You



For RC All-Tech Power Systems Pvt Ltd  
Authorized Signatory

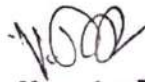


## Training Certificate

This is to certify that Y.Namratha bearing Pin Number 1602-22-734-020 of Vasavi College of Engineering, Ibrahimbagh, Hyderabad-500031. Under took Training for a duration of Three weeks from 9<sup>th</sup>-july-2024 in the Practical aspects of power Electronics. There were exposed on Converter, inverter, DC-DC Applications.

For RC All-Tech Power Systems Pvt Ltd.

Thanking You



Managing Director

For Rc All Tech Power Systems Pvt Ltd  
Authorized Signatory



ISO 9001 : 2015  
ISO 14001 : 2015  
ISO 45001 : 2018



**RC ALL-TECH/VCE/2024-25/010/ Dt.09.07.2024**

To  
The Professor,  
Head of EEE Department,  
Vasavi College of Engineering,  
Ibrahimbagh, Hyderabad-500031.

Dear Sir

**Sub: Internship for 2 weeks**

We accept to give internship For the following students.

Pin Number	Student Name
1602-22-734-035	B.Sai Sheranya
1602-22-734-020	Y.Namratha
1602-22-734-014	P.Lasya
1602-22-734-039	B.Shreeya
1602-22-734-029	G.Rushiksha
1602-22-734-011	V.Dinesh Karthik

Thanking You

For RC All Tech Power Systems Pvt Ltd  
Authorized Signatory



ISO 9001 : 2015  
ISO 14001 : 2015  
ISO 45001 : 2018



## Training Certificate

This is to certify that G.Rushiksha bearing Pin Number 1602-22-734-029 of Vasavi College of Engineering, Ibrahimbagh, Hyderabad-500031. Under took Training for a duration of Three weeks from 9<sup>th</sup>-july-2024 in the Practical aspects of power Electronics. There were exposed on Converter, inverter, DC-DC Applications.

For RC All-Tech Power Systems Pvt. Ltd.

Thanking You

  
Managing Director

For Rc All Tech Power Systems Pvt Ltd  
Authorized Signatory



ISO 9001 : 2015  
ISO 14001 : 2015  
ISO 45001 : 2018



ISO  
9001



## Training Certificate

This is to certify that P.Lasya bearing Pin Number 1602-22-734-014 of Vasavi College of Engineering, Ibrahimbagh, Hyderabad-500031. Under took Training for a duration of Three weeks from 9<sup>th</sup>-july-2024 in the Practical aspects of power Electronics. There were exposed on Converter, inverter, DC-DC Applications.

For RC All-Tech Power Systems Pvt Ltd.  
Thanking You

  
Managing Director

For Rc All Tech Power Systems Pvt Ltd  
Authorized Signatory



ISO 9001 : 2015  
ISO 14001 : 2015  
ISO 45001 : 2018



## Training Certificate

This is to certify that B.Sai Sheranya bearing Pin Number 1602-22-734-035 of Vasavi College of Engineering, Ibrahimbagh, Hyderabad-500031. Under took Training for a duration of Three weeks from 9<sup>th</sup>-july-2024 in the Practical aspects of power Electronics. There were exposed on Converter, inverter, DC-DC Applications.

Thanking You  
For RC All-Tech Power Systems Pvt. Ltd.

  
Managing Director

For Rc All Tech Power Systems Pvt Ltd  
Authorized Signatory



ISO 9001 : 2015  
ISO 14001 : 2015  
ISO 45001 : 2018





Right Choice UPS

# RC ALL-TECH POWER SYSTEMS PVT. LTD.

Regd. Office & Factory : Plot No. 4/2, E&F, Road No. 16, IDA Nacharam, Hyderabad - 500 076., T.S., INDIA. Tel.: 040 - 27155979, 27153396

E-mail : rcalltech@rcalltechups.com, solar@rcalltechups.com  
Website : www.rcalltechups.com, www.rcalltechups.org

## Training Certificate

This is to certify that V.Dinesh Karthik bearing Pin Number 1602-22-734-011 of Vasavi College of Engineering, Ibrahimbagh, Hyderabad-500031. Under took Training for a duration of Three weeks from 9<sup>th</sup>-july-2024 in the Practical aspects of power Electronics. There were exposed on Converter, inverter, DC-DC Applications.

For RC All-Tech Power Systems Pvt. Ltd.

Thanking You

  
Managing Director

For Rc All Tech Power Systems Pvt Ltd  
Authorized Signatory



ISO 9001 : 2015  
ISO 14001 : 2015  
ISO 45001 : 2018



ISO 9001



## Internship offer letter

### APPRENTICESHIP AGREEMENT

This Agreement for Internship ("Agreement") is made and entered into effective as of the **22<sup>nd</sup> January 2024** by and between **Gattu Ramya** having PAN/Aadhar No **6153 1845 7454** and currently residing **8-3-229/D/H/84, HYLAM COLONY, VENKATAGIRI, HYD, HYDERABAD, Telangana 500045 India**, having ("Intern"), and **RealPage India Private Limited** bearing CIN: **U72200TG2007FTC055460** and having registered office at **5th Floor, building No 20, Mind space Cyberabad, Survey No. 64 (Part), Madhapur, Hyderabad, Telangana - 500081** ("Company"). Apprenticeship and Company are hereinafter collectively called the "Parties".

#### 1. Scope and Content of Agreement

- (a) Company is pleased to offer you an apprenticeship training (herein after referred as 'Internship program') for a period of six (6) months at RealPage India Private Limited (herein after referred as the "Company"), **5<sup>th</sup>/10<sup>th</sup> /Ground Floor, Building No: 20, Mindspace Cyberabad, Survey No. 64(Part), Madhapur, Hyderabad - 500 081.**
- (b) This Agreement sets forth the overall terms, conditions, and agreements pursuant to which Intern from time to time shall provide Internship services to the Company.

2. **Relationship of the Parties.** The Parties represent and acknowledge that Intern shall perform internship hereunder and that any and all the course of performing any internship activity shall be deemed to be a "work made for the Company" and as such all such work shall be specially commissioned work belonging to the Company.

Neither Party shall be deemed to be the legal representative of the other and no employer and employee relation exists between the parties.

It is further clarified that Intern also agree and acknowledge that:

- i. It's only a pure internship program, not an employment offers of any kind.
- ii. No verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon the Company.
- iii. You will not dispute anything in future over this offer of Internship with the Company; and
- iv. You authorized the Company to have background verification done by any third party.
- v. You will be monitored continuously during the program and will be exposed on multiple facets of development, testing and business analyst skills.
- vi. You need to qualify and clear the weekly evaluation methodology adopted by your trainers/mentors.
- vii. You should also abide by the business code of conduct, confidentiality, and other applicable policies like fulltime employees of the Company. In case of any violation, Company may terminate the Internship with immediate effect.
- viii. Any unlawful activities at the Company premises dealt with appropriate legal recourse.
- ix. Internship is an in-person program at the Company premises.

3. **Stipend for Internship Services.** (a) Intern's stipend will be Rs. 15,000/- (Rupees Fifteen Thousand only) per month and there will be no other allowances during the internship program. After completing it successfully, if any suitable open positions are available at the Company, you can apply and need to undergo regular interview process for selection by the respective hiring manager.

4. **Training days, Time and Leaves:** 5 days a week Mon-Friday, 8 hours per day and can avail up to 9 days of leaves only for any reasonable purpose including exams attendance. Leaves need to be pre-approved.

consecutive 2 or more days of absence without proper approval from the training may lead to termination of this internship at the discretion of the Company.

**5. Confidentiality, Non-Competition, and Intellectual Property Matters**

- (a) Intern shall consider all information about the Company's business to be confidential, including, without limitation, information relating to Company's financial, technical, legal, strategic, and personnel affairs, where such information has been learned by Intern as a result of its Internship relationship with Company ("Company Confidential Information"). Intern will use Company confidential information solely for purposes of Internship.
- (b) All Company Confidential Information shall remain the exclusive property of Company.
- (c) All work product, regardless of whether copyrightable or patentable and regardless of whether tangible or intangible, developed for Company by Intern (collectively, the "Work Product") in the course of performing any Project pursuant to this Agreement, shall be deemed to be the sole and exclusive property of Company. Work Product shall include all background notes, research, source code, and other information regardless of whether submitted to Company as part of any final report or finished product. All Work Product shall be considered to be confidential, trade secret property of Company and shall not be copied (except in the course of performing services hereunder), removed from Company's premises or disclosed to third parties by Intern without Company's prior written approval. Intern agrees that Company shall have all copyright and patent rights with respect to any Work Product discovered, created or developed under this Agreement without regard to the origin of the Work Product. If and to the extent that Intern may, under applicable law, be entitled to claim any ownership interest or moral rights in the Work Product, Intern hereby sells, transfers, grants, conveys, assigns, and relinquishes exclusively to Company any and all right, title, and interest it now has or may hereafter acquire in and to the Work Product under patent, copyright, trade secret, trademark or other intellectual property law in perpetuity or for the longest period otherwise permitted by law. Upon request of Company, Intern shall, without any additional charge, promptly execute, acknowledge and deliver to Company all instruments (including, without limitation, any assignment of proprietary right, assignment of contract right, assignment of choses in action, bill of sale, assignment of copyright, assignment of copyright registration, or assignment of renewal of copyright registration) which Company deems necessary or desirable to enable Company to establish ownership or to file and prosecute applications for, and to acquire, maintain and enforce, all trademarks, service marks, registrations, copyrights, licenses and patents covering the Work Product.
- (d) Upon termination of this Agreement, Company shall be placed in possession of all Work Product and Company Confidential Information, and no copies shall be retained by the Intern.
- (e) Other than as may be prohibited through operation of independently executed documents, and subject to the provisions of Section 5(g) and so long as no Company Confidential Information, intellectual property or any Work Product are used, this Agreement shall not preclude Intern from providing services to others which may result in the independent creation or improvement of products, techniques, processes, procedures or services that are competitive and/or similar to those which might be developed by Intern pursuant to this Agreement.
- (f) Intern acknowledges and agrees (i) that Company will suffer immediate and irreparable harm in the event of an actual or threatened breach by Intern, or one of its employees or agents, of the obligations of non-disclosure and non-use assumed hereunder, and (ii) that Company shall be entitled to immediate injunctive relief restraining the Intern from the breach or threatened breach, in addition to any other remedies available to it in law or in equity.
- (g) During the term of this Agreement and for a period of twelve (24) months following the termination of this Agreement, Intern shall not, within the territory of the United States/India, compete with Company in the design, development, marketing, sale, license, or distribution of any product or the provision of any service with regard to which Intern has rendered Services nor assist others, as an Intern or otherwise, in doing so.

(h) Intern's obligations pursuant to this Section 5 shall continue beyond and survive the termination of this Agreement.

**6. Infringement Indemnification:** Intern covenants and agrees to fully indemnify, protect, defend and hold Company harmless with respect to any allegation, claim, action or proceeding that any Work Product or other material (including, but not limited to any software licensed through or by Intern or written by Intern) furnished by Intern infringes a patent, copyright, trade secret or proprietary right or that this Agreement violates any agreement between Intern and any other Party. Company shall notify Intern in writing of any such action as soon as practicable upon its commencement or threatened commencement. Company shall have full authority to control and conduct the defense, including the retention of legal counsel of its choice. Intern's indemnification of Company includes, but is not limited to, losses, damages, suits, actions, responsibilities, reasonable attorney fees, accounting fees, experts' fees, losses, liabilities, costs, expenses, fines, penalties, interest, judgments, awards, and settlements.

Intern's obligations pursuant to this Section 6 shall continue beyond and survive the termination of this Agreement.

**7. Breach:** In the event Intern or Company fails to comply with any material term or provision of the Agreement, the non-defaulting Party may give the defaulting Party written notice requiring it to cure the default. If the defaulting Party has not cured the default within thirty (30) days after receipt of notice, the non-defaulting Party shall be entitled, in addition to any other rights it may have under this Agreement or otherwise by law, to terminate this Agreement by giving notice to take effect immediately. The right of either Party to terminate this Agreement hereunder shall not be affected in any way by its waiver of or failure to take action with respect to any previous default.

**8. Limitation of Liability:**

(a) Other than for claims arising under Section 6 hereof, no action, regardless of form, arising out of the Services under this Agreement may be brought by either Party more than one (1) year after the date of the final performance of the Services by Intern regarding this Agreement, including any action brought by Intern for alleged non-payment of sums due Intern under this Agreement.

(b) The term "Force Majeure Event" refers to fire, flood, earthquake, elements of nature or acts of God, acts of war, terrorism, riots, civil disorders, rebellions or revolutions, or any other similar exogenous cause beyond the reasonable control of Intern, provided such default or delay could not have been prevented by reasonable precautions and cannot reasonably be circumvented by Intern using alternate sources, work-around plans or other means. The term "Force Majeure Event" shall not refer to Intern's labor difficulties or to strikes by or lockouts of Intern's personnel. Intern shall not be liable to Company for any delay in performance or any failure in performance of any Services or Projects hereunder caused in whole or in part by reason of the occurrence of a Force Majeure Event. Any delay resulting from the occurrence of a Force Majeure Event shall correspondingly extend the time for performance by Intern.

(c) NEITHER PARTY SHALL BE LIABLE FOR CONSEQUENTIAL OR INCIDENTAL DAMAGES INCLUDING, WITHOUT LIMITATION, LOST PROFITS OR ANY CLAIM OR DEMAND AGAINST THE OTHER PARTY BY ANY OTHER PARTY DUE TO ANY CAUSE WHATSOEVER, EVEN IF ADVISED OF THE POSSIBILITY OF SUCH DAMAGES, EXCEPT FOR DAMAGES ARISING FROM BREACH OF WARRANTY OF NON-INFRINGEMENT AS SET FORTH IN SECTION 5 AND SECTION 6 OF THIS AGREEMENT.

THE AGGREGATE LIABILITY OF ALL PARTIES FOR ANY MATTER RELATED TO OR ARISING IN CONNECTION WITH THIS AGREEMENT, WHETHER BASED ON ONE OR MORE ACTIONS OR CLAIMS IN CONTRACT, TORT (INCLUDING NEGLIGENCE), STRICT LIABILITY, OR OTHER LEGAL OR EQUITABLE THEORY, WILL NOT EXCEED THE AMOUNT OF STIPEND PAID IN SIX (6) MONTHS BY RELAPGE TO INTERN UNDER FOR THE SERVICES DESCRIBED UNDER THIS AGREEMENT. THE

FOREGOING LIMITATIONS OF LIABILITY WILL APPLY EVEN IF THE LIMITED REMEDIES HEREIN FAIL OF THEIR ESSENTIAL PURPOSE.

The provisions of this Section 5, 6, 7 and 8 shall continue beyond and survive the termination of this Agreement.

**9. Term and Termination.**

- (a) Intern's internship becomes effective on (22<sup>nd</sup> Jan 2024 and ends (22<sup>nd</sup> Jul 2024).
- (b) Company may terminate this Agreement anytime, for convenience, without assigning any reason, without prior notice to the Intern during the term of this Agreement.
- (c) Intern may terminate this Agreement anytime, for convenience, with 14 days prior notice to the Company, without out assigning any reason during the term of this Agreement.
- (d) Company will issue Internship completion certificate only if the tenure is fully completed.

**10.** THIS AGREEMENT SHALL BE DEEMED TO HAVE BEEN EXECUTED BY THE PARTIES IN AND SHALL BE GOVERNED BY, AND CONSTRUED AND ENFORCED IN ACCORDANCE WITH, THE LAWS OF INDIA. IN THE EVENT OF A DISPUTE OR IN THE EVENT OF ANY OTHER LEGAL ACTION ARISING OUT OF OR IN CONNECTION WITH THIS AGREEMENT THE EXCLUSIVE JURISDICTION AND VENUE FOR SUCH LEGAL ACTION OR PROCEEDING SHALL BE HYDERABAD. EACH PARTY IRREVOCABLY WAIVES ANY OBJECTION ON THE GROUNDS OF VENUE, FORUM NON-CONVENIENS OR ANY SIMILAR GROUNDS AND IRREVOCABLY CONSENTS TO SERVICE OF PROCESS BY MAIL OR IN ANY OTHER MATTER PERMITTED BY APPLICABLE LAW AND CONSENTS TO THE JURISDICTION OF SAID COURTS. COMPANY SHALL HAVE THE OPTION, IN THE EVENT OF A DISPUTE ARISING OUT OF OR RELATING TO THIS AGREEMENT, TO SUBMIT SAID DISPUTE TO ARBITRATION IN HYDERABAD. THE DECISION OF THE ARBITRATOR SHALL BE FINAL AND BINDING ON THE PARTIES AND JUDGMENT UPON THE AWARD MAY BE ENTERED IN ANY OF THE AFOREMENTIONED COURTS HAVING JURISDICTION OVER THIS AGREEMENT. THE OBLIGATIONS OF THE PARTIES UNDER THIS AGREEMENT SHALL BE AND ARE PERFORMABLE IN HYDERABAD.

IN WITNESS WHEREOF, the Parties have caused their authorized representatives to execute this Agreement as on the date, month, and year first mentioned above.

DocuSigned by:  
  
4AE79C658A85485

17-Jan-24 | 8:41 AM PST

INTERN

Signature:

Name:

Gattu Ramya

**FOR REALPAGE INDIA PRIVATE LIMITED.**

Ranganath Gandham  
Senior Director – HR

---

# S&P Global

Skyview 10,  
19-21 Floor,  
Survey No. 83/1, Knowledge City,  
Raidurgam Village,  
Serlingampally Mandal,  
Hyderabad, Telangana 500032,  
India

## OFFER LETTER Private & Confidential

December 15, 2023  
Shirisha Gujja

rajiv gandhi nagar, Gachibowli, Hyderabad- 500032 India

We are pleased to offer you an employment opportunity as **Intern** at **S&P CAPITAL IQ (INDIA) PVT LTD** ("Company"), HYDERABAD.

**Job Grade: 5**

**Segment: S&P Market Intelligence**

**Date of Joining: January 22, 2024**

Your total earnings (Cost to company) is **Rs. 442,680.00** (For details refer to Annexure-II and Addendum).

The terms and conditions of this offer are enclosed herewith in Annexure – I.

You are requested to kindly acknowledge your acceptance of the offer letter (including the Annexures) by signing below and sharing a signed copy (original) of the letter within 5 days of receipt.

In the event of any delay in your acceptance of this offer, the Company shall have the sole discretion to withdraw or extend this offer.

We're glad to have you on board and wish you a long, productive and satisfying career with us!

Thanking you,  
Yours faithfully,



Authorized Signatory  
For **S&P CAPITAL IQ (INDIA) PVT LTD**

### Acknowledgement/ Acceptance

I am very pleased to accept the position as **Intern** at **S&P CAPITAL IQ (INDIA) PVT LTD**. Thank you for the opportunity. I will abide by the joining instructions and terms of the offer. I look forward to making a positive contribution to the organization.

Shirisha Gujja

70

17

Nandani V  
1602-20-737-118

Internship

## S&P Global

The Skyview, Survey No. 83/1, Floor No. 19,20,21, Building No. 10, Knowledge City  
Raidurgam Village, Serlingampally Mandal  
Raidburg (Panmaqtha) Village  
Hyderabad- 500081  
Telangana  
India

OFFER LETTER  
Private & Confidential

December 19, 2023  
Nandani Vijayvargiya  
21-1-193/1 Rikab Gunj, High Court Road, Hyderabad- 500002 India

We are pleased to offer you an employment opportunity as Intern at S&P CAPITAL IQ (INDIA) PVT LTD ("Company"),  
IN - HYDERABAD SKYVIEW.

Job Grade: 5  
Segment: S&P GLOBAL MARKET INTELLIGENCE  
Date of Joining: January 15, 2024

Your total earnings (Cost to company) is Rs. 442,680.00 (For details refer to Annexure-II and Addendum).

The terms and conditions of this offer are enclosed herewith in Annexure - I.

You are requested to kindly acknowledge your acceptance of the offer letter (including the Annexures) by signing below and sharing a signed copy (original) of the letter within 5 days of receipt.

In the event of any delay in your acceptance of this offer, the Company shall have the sole discretion to withdraw or extend this offer.

We're glad to have you on board and wish you a long, productive and satisfying career with us!

Thanking you,  
Yours faithfully,



Authorized Signatory  
For S&P CAPITAL IQ (INDIA) PVT LTD

### Acknowledgement/ Acceptance

I am very pleased to accept the position as Intern at S&P CAPITAL IQ (INDIA) PVT LTD. Thank you for the opportunity. I will abide by the joining instructions and terms of the offer. I look forward to making a positive contribution to the organization.

Nandani Vijayvargiya

**ANNEXURE – I**  
**TERMS OF EMPLOYMENT**

**1. Employment period:**

The employment/appointment under the Agreement is for a fixed term. The employment with the Company shall be effective from date of joining and shall continue till **July 14, 2024** or till such other date as may be mutually agreed by the parties or until terminated in accordance with the terms and conditions of this Agreement ("**Term**"). During the term of your employment all the policies of the Company (leave, disciplinary policy etc.) as applicable from time to time shall be applicable.

**2. Work location:**

Your initial posting will be at **IN - HYDERABAD SKYVIEW**. Your duties may be varied from time to time and your services are liable to be transferred, either temporarily or permanently, to any one of our subsidiary/associated companies in India or abroad, at the entire discretion of the Company. In the event of a transfer, you will be governed by the terms and conditions applicable to your category of employees at the place of transfer unless otherwise specified in writing.

**3. Working Hours:**

The organization works 7 days a week, twenty-four hours a day. You will be expected to attend office and work during shift assigned to you by your manager which may include night shifts. You will be required to work 5 days a week and your weekly off may not necessarily be on Saturday and Sunday. The normal working hours will be 45 hours per week but this may be varied from time to time, depending upon the exigencies of work.

**4. Notice period:**

During the employment period this agreement can be terminated by either party by serving a one week notice or alternatively paying one week salary in lieu of notice or any shortfall in such notice period.

**5. Medical Fitness:**

The employer may, at its sole discretion and costs, require you to undergo medical examination by a doctor of its choice, at the time of commencement of employment. In such case, the employment shall be subject to your being found medically fit by the examining doctor. Further, even though you may be declared medically fit by the doctor appointed by us at the commencement of employment, you shall, at any time in future be expected to undergo medical examination as may be required by us to ascertain the state of your health and medical fitness to carry out your responsibilities. If you are declared medically unfit on such medical examination, the Company shall be entitled to terminate your employment with effect from the date the Doctor appointed by us declares you medically unfit. In the event you refuse to subject yourself to such medical examination as required by us or fail thrice consecutively to physically present yourself before the Doctor for medical examination, the same shall be considered as misconduct and appropriate disciplinary action shall be taken by the Company against you (including termination).

**6. Confidentiality of compensation:**

Compensation details (yours as well as of other employees of the company) is confidential information, you shall not disclose/discuss your compensation details with any other employee. If it comes to the notice of the management, it may result in Disciplinary Action, up to and including Termination.

**7. Behavior:**

The Company believes that there should be no discrimination against any employee. Verbal, physical or sexual harassment shall not be tolerated. You shall be obligated to follow and comply with the terms of the Company's

policies on employee behavior and conduct (as amended from time to time) at all point in time during your employment with the Company.

**8. No simultaneous employment:**

While in the employment of the Company you will not, under any circumstances, be permitted to undertake any assignment or work for any other employer (company, firm, organization or persons) either whole-time or part-time, nor in any way be associated with any company, firm, organization or persons as Advisor, Director, Partner, whether paid or not for your services, without the prior written permission of the Company. In case this condition is contravened the same shall be considered as misconduct and you shall be liable to disciplinary action (including termination).

**9. Non – Disclosure:**

You shall not during the term of your employment with the Company or at any time thereafter, disclose to any person or use any Confidential Information, or permit any person to examine and / or make copies of any documents which contain or are derived from Confidential Information, whether prepared by you or otherwise coming into your possession or control without the prior written permission of the Company, except as required in the performance of your duties as an employee of the Company, in which case such disclosure will comply with all policies and procedures established by the Company from time to time regarding the disclosure of Confidential Information by employees. Secrecy as to the affairs of the Company: You shall not during the term of your employment with the Company or at any time thereafter, use or disclose to any other company, firm, institution or person any of the secrets, business or affairs of the Company, or its clients without the prior consent of the Company. You shall not publish any book, booklet, brochure or pamphlet, or contribute any article to any newspaper or other publication whether for remuneration or otherwise, relating to the affairs of the Company, its clients or your work in the Company at any time. Further you shall not, without prior permission in writing and unless it is a part of your day to day work, take any papers, books, drawings, photographs, instruments, computer software materials, documents or any other property of the Company out of the work premises. Nor shall you in any way at any time disclose, divulge or make public any information or matter concerning the Company's or its client's business affairs, property, transactions under consideration (including the identities of other companies that are or may be parties to such transactions), methods of operation or other data processes, analytical methods, accounts, transactions, dealings, trade secrets of the Company or its clients whether the same may be confined in you or become known to you in the course of your employment with us or otherwise. "Confidential Information" is any information generated or obtained by the Employee during employment, which relates to the current or potential business of the Company, including but not limited to:

**10. Trade Secrets:**

Technology, methods of development, and manufacture; proprietary business information such as financial condition, bidding practices, costs, distributors, customer names and mailing lists, the identity of prospective customers, market studies; pricing studies, information and analysis; current and prospective business projections; business plans and strategies financial statements and information; special processes, procedures and services of the Company, processes, formulas, innovations, inventions, discoveries, improvements, research or development and test results, specifications, data, and know-how; marketing plans, business plans, strategies, forecasts, unpublished financial information, budgets, projections, product plans and pricing; and business policies and practices; Information received from others, that Company is obligated to treat as confidential or proprietary; personnel information, including organizational structure, salary, qualifications of employees, employee compensation plans, employee performance evaluations, employee telephone directories and employee benefits; customer and supplier information, including identities, product sales and purchase history or forecasts and agreements; and the Company's operating policies and procedures.

**11. Intellectual Property:**

You acknowledge and confirm that ownership of, and all right, title, and interest in, all work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans, know-how, processes, methods, trade secrets, source code, application development, designs, drawings, plans, business plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials thereof), inventions (whether patentable or not, and whether or not patent protection has been applied for or granted) hardware designs and configurations; software designs and programs; and discoveries, developments and writings and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human languages developed or created from time to time by or for the Company by you (the "**Intellectual Properties**") shall vest in the Company. You expressly agree that all Intellectual Properties created by you shall be under a contract of service and shall vest only with the Company.

**12. Handing over charge of Company's property on termination of employment:**

You shall be bound at the termination of this employment, however terminated, to return to the Company all properties of the Company in your possession, including but not limited to all documents, papers or other material in your possession, or under your control which may contain or be derived from Confidential Information, together with all documents, notes or other work product which is connected with or derived from your services to the Company whether or not such material is at the date hereof in your possession. You shall have no proprietary interest in any work product developed or used by you and arising out of your employment by the Company. You shall, from time to time as may be requested by the Company, do all things which may be necessary to establish or document the Company's ownership of any such work product, including, but not limited to execution of appropriate copyright applications or assignments. In the event of your failure to return to the Company any of its property/asset you would be deemed to have committed the offense of criminal breach of trust and the Company shall be free to proceed against you in an appropriate forum, besides claiming liquidated damages for withholding Company property/assets in an unauthorized and illegal manner.

**13. Employer's Clients and Employees**

If Employee's employment with Employer terminates for any reason, Employee shall not, for a period of one year from the date of termination, have any business dealings whatsoever, either directly or indirectly or through corporate entities or associates with any customer or client of Employer or its subsidiaries or any person or firm which has contacted or been contacted by Employer as a potential customer or client of Employer; and Employee shall keep in strictest confidence, both during Employee's employment and subsequent to termination of employment, and shall not during the period of employment or thereafter disclose or divulge to any person, firm or corporation, or use directly or indirectly, for Employee's own benefit or the benefit of others, any information which in good faith and good conscience ought to be treated as confidential information including, without limitation, information relating to the software developed by Employer, information as to sources of, and arrangements for, hardware supplied to customers or clients of Employer, submission and proposal procedures of Employer, customer or contact lists or any other Confidential Information. In addition, Employee shall not, for a period of one year from the date of termination, hire, interfere with, solicit, or endeavor to entice away from S&P Global any person who was, to your knowledge, at the date of the termination of your employment, an employee of S&P Global and with whom, during the 24 months preceding the date of such termination, you had contact as a result of your employment with S&P Global.

**14.** The payment of all compensation shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. You shall not be entitled to benefits other than what has been expressly stated in this letter.

**15. Background verification**

Background verification (Address, Criminal, and Education, Employment, Reference checks or any other check as required by the organization from time to time) are conducted for all employees. If the information provided by you is misrepresented, the organization would take appropriate action leading up to termination of employment.

**16. Disclaimer:**

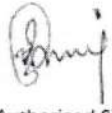
Your appointment shall be deemed to have been made on the basis of the representations made or facts disclosed by in the application for recruitment or the forms filled at the time of appointment. In case any fact or representation, at any time, is found to be wrong or is concealed, the appointment shall stand invalidated and shall be deemed to have been cancelled automatically without notice or compensation in lieu thereof.

The Company's practices, policies, benefits, and procedures are under review on an ongoing basis and may be modified, altered, or eliminated at any time with or without notice to employees, at the Company's sole discretion.

**17. Governing law and Jurisdiction**

This document shall be governed by the laws of India and any disputes arising out of or related to this document shall be subject to the courts at **IN - HYDERABAD SKYVIEW**.

**ANNEXURE- II**  
**Compensation Details**

<b>Name</b>	Nandani Vijayvargiya		
<b>Designation</b>	Intern		
<b>Segment</b>	S&P GLOBAL MARKET INTELLIGENCE		
	<b>Monthly</b>	<b>Annual</b>	
	<b>(Rs.)</b>	<b>(Rs.)</b>	
<b>A. Earnings</b>			
(i) Basic Salary	15,750.00	189,000.00	
45% of Base Salary			
(ii) Basket of Allowances	19,250.00	231,000.00	
<b>BASE SALARY</b>	<b>35,000.00</b>	<b>420,000.00</b>	
<b>B. Retirement Benefits</b>			
(i) Employer's Contribution to Provident Fund	1,890.00	22,680.00	
12% of Basic Salary (plus other allowances, where applicable as per applicable law)			
<b>TOTAL EARNINGS (A+B)</b>	<b>36,890.00</b>	<b>442,680.00</b>	
For S&P CAPITAL IQ (INDIA) PVT LTD			
			
Authorized Signatory			

#### ADDENDUM

1. Company would be providing Provident Fund for all its employees at 12% of basic salary (plus other allowances, where applicable) in accordance with applicable law. All employees will need to make an equal contribution to the Provident Fund. Any additional voluntary provident fund contribution will be at the discretion of the employee.
2. Your salary and benefits information in this letter is highly confidential. Sharing this information with anyone is against the policies of the company.
3. Leaves: There will be one sick leave per month, which cannot be carried forward.
4. All tax liabilities arising out of the compensation shall be borne by the employee.
5. Company provides employees with tax exemptions to help them avail their compensation in the most tax efficient manner. These can be availed as per the tax regulations.

Dear Sumanth:

SAFERTEK IT Solutions Private Limited ("SAFERTEK") is pleased to confirm an opportunity for you to join the SAFERTEK team as a **Backend Software Engineer Intern** on following terms:

1. **INTERNSHIP PERIOD:** January 8, 2024 to June 28, 2024. This internship is extendable with revised stipend or convertible to a full-time employment subject to the terms of Section 3.
2. **COMPENSATION:** The monthly stipend during the internship period is **INR 25,000.00**. You shall not be compensated for leave of absence irrespective of the reason. The stipend shall be paid on the first day of every month upon completing the initial two consecutive months. The first month's stipend shall be paid upon completing the entire internship period. Applicable deductions as per the state and central laws shall be deducted from your stipend and any other benefits payable to you.
3. **COMPLETION:** Upon completion of the internship period and having worked for at least 96 working days during the internship period, your performance shall be evaluated for a full-time employment with a total compensation of **up to INR 10 Lakhs per annum** subject to the following terms:
  - a) Satisfactory completion of assigned tasks in a timely manner
  - c) Acquisition of required technical skills for product development
  - d) Submission of BTech degree certificate upon completing the degree
  - e) Acceptance of 3-year commitment working for SAFERTEK
4. **TERMINATION:** If you terminate the internship for any reason during the internship period then you are liable to compensate SAFERTEK with total stipend earned during the internship period up until the termination and no internship certificate shall be provided to you. If your leaves of absence exceed 20 working days then it is considered as termination. SAFERTEK at its discretion may terminate your internship after two warnings for violating any of the terms of **POLICIES & PROCEDURES** and/or **CONFIDENTIALITY, NONCOMPETITION AND INVENTIONS AGREEMENT** with no internship certificate and you are liable to compensate SAFERTEK with total stipend earned during the internship period up until the termination.
5. **WORK LOCATION:** Western Pearl, 8th Floor, Suite 8-B, Sy No. 13(P), Kondapur, Hyderabad, TS 500084.
6. **WORK SCHEDULE:** Monday to Friday from 8:00 AM to 5:00 PM except public holidays.
7. **POLICIES & PROCEDURES:** You shall be governed by the rules, regulations, policies and procedures of SAFERTEK both written and oral as existing now and as amended from time to time.
8. **CONFIDENTIALITY, NONCOMPETITION AND INVENTIONS:** You must acknowledge and agree to the Confidentiality, Noncompetition, and Inventions Agreement, which requires, among other provisions, the assignment of patent rights to any inventions made or discovered during the internship with SAFERTEK.
9. **GOVERNING LAW:** This Internship Offer shall be construed and interpreted under the provisions of Telangana State and Central laws of India as applicable now and as amended from time to time.

We are excited about having you as a member of SAFERTEK team and look forward to a mutually rewarding relationship.

Very truly yours,

I have read and understood above terms and I unconditionally accept them

1602-20-737-170  
Shoaib Aleemuddin

18

07 December 2023

Shoaib Aleemuddin  
Hyderabad

Subject: Internship Agreement

Dear Shoaib Aleemuddin

Congratulations! Saras Solutions India Private Limited is pleased to provide you an internship opportunity based at Hyderabad. Your start date will be 8<sup>th</sup> January 2024, and continue for a period of 5 months, ie until you receive your course completion certificate.

During your internship you will be paid a stipend of INR 25,000 (Rupees twenty-five thousand) per month. You will not be eligible for any of the company sponsored employee benefits during the internship period. Further, please note that your internship will be subject to the correctness of all the information and necessary documents furnished by you. In the event, it is found that any such material information furnished by you, whether verbally or in writing, at any time, is incorrect, misrepresented, or fabricated, the Company shall have the right to terminate your internship without any notice or compensation.

During your tenure of internship, you would be governed by the Company policies and any other agreement that you may execute with the Company from time to time. During your internship, you may have access to confidential, proprietary, and/or trade secret information belonging to the Company. All this information shall be kept strictly confidential, and you shall not use it for your own purposes or shall not disclose it to anyone outside the Company.

If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of this letter as a token of your acceptance and report for work on the date mentioned above, failing which this offer shall automatically stand cancelled without any further information to you.

We look forward to welcoming you to the team!



For Saras Solutions India Private Limited

Anoohya

Anoohya Parvathaneni  
HR Manager

**servicenow****Private & Confidential**

27/03/2024

Harshitha Syamala Modali  
Flat No 204, 2nd floor, Varsha prime appartments. St Ann's high School lane. Sai Nagar Colony,  
Madinaguda, Hyderabad, Telangana.  
Hyderabad, Telangana 500049  
India

Dear Harshitha Syamala,

**INTERNSHIP CONTRACT**

We are pleased to offer you the position of **Assoc Software Quality Engineer Intern** at ServiceNow Software Development India Private Limited (**Company**) on the terms and conditions set out in this contract (**Contract**).

**1 Internship**

- 1.1 Your internship program has been tentatively scheduled to start on 10/06/2024 and ending on 02/08/2024, unless otherwise terminated earlier in accordance with the terms and conditions herein.
- 1.2 You will be paid a stipend of INR 540,000.00 per annum, paid in monthly installments, subject to deductions required to be made under applicable law, contract and/or to recover any overpayments or any amounts that you owe to Company.
- 1.3 Your internship with the Company is conditional on the following:
  - a You submitting to the Company a copy of your picture page in your passport and the page with your permanent address;
  - b You submitting to the Company a copy of your Permanent Account Number (PAN) card, issued by the income tax authorities in India;
  - c You submitting to the Company a copy of all the testimonials and certificates issued by the relevant educational institutions and/or past employers (if any);
  - d You signing and returning to the Company, a copy of this Contract on or before **28/03/2024**
  - e You completing and passing a standard background check conducted by the Company via a third-party background checking agency, which will be provided with your CV and contact details, on acceptance of this internship offer.

The Company's offer of internship shall stand withdrawn if any of the above conditions are not met to the Company's satisfaction.



- 1.4 The content of your internship program will be determined by an assigned member from the relevant business team, who will also be your main point of contact for further guidance during your internship program. The purpose of this internship program is to provide you with relevant guidance and to equip you with experience that will be helpful in your future career. In furtherance of this, you may be asked to execute various assignments/tasks from time to time during the course of your internship. You should use your best efforts in performing and delivering the tasks.
- 1.5 During the tenure of your internship, you should work closely with your mentor, who will guide you and review your assignment to ensure that the internship is an enriching experience for you.
- 1.6 To enable you to actively engage in the training activities, the Company shall, at its discretion, provide you with a laptop, which you shall be required to promptly return to the Company at the end of the internship program and/or as and when directed to do so by the Company.
- 1.7 During your internship with Company, you will be expected to comply with all applicable rules, regulations and directives of Company as enforced (and amended) from time to time in respect of the matters both covered and not covered by this Contract. The Company's decision on all such matters will be final and binding on you.
- 1.8 During your internship, you agree to be dedicated and attentive when undergoing the training imparted by the Company; to use your utmost endeavours to promote its interests; and to devote the whole of your time, attention and abilities throughout the internship to effectively learn from the said training.
- 1.9 It is clarified that you are not an 'employee,' 'workman,' or 'worker' for the purposes of any employment statute and there is no assurance or guarantee that you will be employed by Company upon completion of your internship.
- 1.10 By accepting this internship offer from the Company, you confirm that you are able to intern with and/or undertake any training activities organized by the Company without breaching any legal or contractual restrictions (including any restrictive covenants) on your activities. Once you begin your engagement with the Company, you agree to adhere to all its policies, procedures, guidelines and internship-related instructions issued by the Company.

## 2 Location

- 2.1 You will be based at the Company offices in **Parcel 3, Knowledge City, 7th Floor & 8th Floor, Plot #2, Phase - 1, Survey # 83/1, Raidurg Village, Serilingampally Mandal, Rangareddy Dist, Hyderabad - 500081 Telangana, India.**
- 2.2 However, your mentor and place of internship may change from time to time depending on the business needs of the Company, and/or the Company may (subject to its business requirements) impart the training to you virtually, for the whole or part of your internship program.



### 3 Stipend and Certificate

3.1 You will be paid a stipend of INR 45,000.00 per month, subject to deductions required to be made under applicable law, contract and/or to recover any overpayments or any amounts that you owe to Company. It is clarified that you will not be entitled to any other allowances or benefits given to the regular employees of Company. The stipend paid to you for your internship with Company is not and shall not be construed as 'wages' for the purposes of any employment statute.

3.1.1 You will be eligible to receive a one-time gross payment of **INR 50,000.00 (Sign-on Bonus)** as an incentive for you to accept this offer of internship and to cover any ancillary costs you may incur to commence your internship with the Company. The Sign-on Bonus, which shall be paid to you along with the stipend payable for your first month of internship, may be subject to tax and other deductions in accordance with applicable law; and you shall be solely responsible for your tax liability on the said Bonus. You agree and accept that the Company retains sole rights and discretion to not pay the Sign-on Bonus (or to recover the same if already paid) in the event that you do not fulfill any of your obligations under this Contract.

3.2 You will be responsible and liable for payment of all income and related taxes on your stipend and any other payment received by you under this Contract and/or in relation to your internship.

3.3 On your successful completion of the internship program, you will be provided an internship certificate by Company.

### 4 Working Hours and Leave

4.1 For us to be able to effectively equip you with the skills you would require in your future professional career, you would be required to be available for eight hours from Monday to Friday exclusive of a one hour's lunch break during the course of your internship.

4.2 During the course of your internship, you shall not be entitled to any paid leave during the internship period. However, in case you require to take leave for any personal emergencies, you would be required to take written approval from your mentor prior to taking such leave. Further, you shall be eligible to public holidays as per local laws and as per Company policy.

### 5 Termination



- 5.1 During your internship program, either party may terminate this Contract by giving two weeks' notice in writing, or such other notice as may be required to be provided under applicable law. The Company reserves the right to **(a)** require you not to attend the internship program and/or not to undergo the remaining training programs during the period of notice (whether given by you or the Company); and **(b)** to terminate this Contract with immediate effect by paying in lieu of such notice period.
- 5.2 Without prejudice to the Company's rights and remedies for any breach of this Contract and/or breach of applicable law and without prejudice to your continuing obligations under this Contract, the Company shall be entitled to terminate this Contract with immediate effect for Cause.
- 5.3 For the purpose of this Contract, 'Cause' shall include but not be limited to you:
- a Being found guilty of dishonesty, serious or persistent misconduct, theft, embezzlement, fraud and/or any action which assists other parties in such activities;
  - b Without reasonable cause neglecting or refusing to attend your internship;
  - c Failing to perform any of your obligations under this Contract or as may be imposed on you by the Company;
  - d Being found lacking in dedication towards your obligations under this Contract or towards activities given to you by the Company;
  - e Being found to be engaged in behaviours of unlawful discrimination, bullying or harassment of any nature (including sexual harassment);
  - f Engaging in any act that constitutes misconduct and/or that maybe, in the Company's sole discretion, is injurious in any way to the Group Company or which may harm its reputation;
  - g Breaching any fiduciary duty owed by you to the Group Company;
  - h Engaging in conduct (whether or not in the course of your engagement) which may or does result in harm to the reputation of any Group Company;
  - i Having misrepresented any information, forged or falsified any documentation, and/or suppressed any material information from the Company, crucial to your engagement with and/or the tasks assigned to you by the Company;
  - j Materially violating any applicable law or regulation relating to the Company's business;
  - k Breaching obligations of non-disclosure prescribed in this Contract and/or the obligations imposed under the exhibits to this Contract;
  - l Being under the influence of, or consuming, alcohol, illegal drugs or any controlled substances during your internship program or while involved in any Group Company related activities or events;
  - m Engaging in conduct (physical, verbal or otherwise) that may be violent, abusive, intimidating or offensive (whether physical or verbal);
  - n Accessing without due authorization or inappropriately using any Group Company's devices, e-mail and internet systems or data/information, or using unapproved software, or interfering with their safety equipment;
  - o Engaging in gross negligence, or intentionally or recklessly disregarding health and safety rules or procedures; or
  - p Failing to observe Company's disciplinary rules or any other applicable regulations of Company.



Further, in case of termination for Cause, the Company shall duly inform your institution/college about the same and may not provide the internship certificate in such event. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

- 5.4 Upon termination of your internship for any reason, you shall not undertake or cause any action or deed which might in any way affect the Company's reputation or good standing, or those of its products or services.

## 6 Limited Authority

- 6.1 You will not enter into any commitments or dealings on behalf of Company or be a party to any alteration of any principle or policy of Company or exceed the authority or direction vested in you without the previous sanction of Company or those in authority over you. Any violation of this may lead to termination of your internship program with immediate effect.

## 7 Non-competition and Declaration of interest

- 7.1 You acknowledge that during the course of your internship with Company, you may become familiar with Company's trade secrets and the other confidential information concerning Company, its associates, related companies and that your work may be of a special, unique and extraordinary value to Company. You agree that during the term hereof, you shall not directly or indirectly own, manage, control, participate in, consult with, render services for (as an intern or otherwise), or engage in any business competing with Company, or engage in any other business, vocation, trade, office, engagement or activity (whether paid or unpaid), in the absence of prior written approval from the Company (which may be withheld by the Company at its sole discretion).
- 7.2 Without prejudice to the preceding clause, you will notify Company in writing of all business interests that you currently have directly or indirectly related to the business or activities of Company. Upon such notification, the Company reserves the right to reassess the continuance of this offer of internship and/or withdraw it if it deems fit.
- 7.3 You shall disclose fully to the Company any and all facts and circumstances in respect of which there is or might be, or which may appear to be, a conflict of interest between the Company or any related corporation and you or persons related to you. The Company reserves the right to require you to disclose or explain (including in writing, if so requested) your conduct relating to the interests of any Group Company.

## 8 Confidentiality and Intellectual Property

- 8.1 You shall keep strictly confidential all the Confidential Information and material provided to you by Company or by its clients concerning their affairs or any information that comes to your knowledge during the course of the internship program, except as required to perform tasks during the course of your internship.



- 8.2 You must not, at any time during your engagement (except so far as may be necessary for the proper performance of your duties) or after the termination of your engagement, use for any purpose other than any Company's business or disclose to any person or body any Confidential Information obtained during your engagement.
- 8.3 You shall also keep your internship terms and conditions strictly confidential. Any disclosure will constitute a breach of this Contract and may result in termination of this Contract.
- 8.4 You must not, at any time during your engagement, improperly use or disclose any proprietary information or trade secrets of any former or current employer or other person or entity and must not bring onto the physical or virtual premises of the Company any of their unpublished document or proprietary information or trade secrets, unless consented to in writing by such employer, person or entity.
- 8.5 During your internship, you may be required to be involved in developing material for both in-house usage as well as for other purposes based on Company requirements. Any material or intellectual property so developed shall be the exclusive property of Company and you shall not use the same in any personal capacity, during the term of the internship program or at any point in time thereafter. You agree to assist and cooperate with Company in perfecting Company's rights in all such materials and intellectual property.
- 8.6 You shall also disclose to Company any discovery, invention, process or improvement made or discovered by you while with Company and such discovery, invention, process or improvement shall belong absolutely to and be the sole property of Company
- 8.7 Further, you shall be required, as a condition of your internship with Company, to sign the accompanying agreement in Exhibit A, the terms of which are incorporated into this Contract and form part of the terms of your internship.
- 8.8 For the purpose of this clause (Confidentiality and Intellectual Property), the term 'Company' shall mean 'Group Companies,' which term includes the Company, its subsidiaries or subsidiary undertakings, any holding company or parent undertaking and any subsidiary or subsidiary undertaking of any holding company or parent undertaking and 'Group Company' means any of them.
- 8.9 For the purpose of this Contract, 'Confidential Information' includes any trade secrets or other information which is confidential, commercially sensitive and is not in the public domain relating or belonging to any Group Company including but not limited to information relating to the business methods, corporate plans, management systems, finances, new business opportunities, research and development projects, marketing or sales of any past, present or future product or service, secret formulae, processes, inventions, designs, know-how, discoveries, technical specifications and other technical information relating to the creation, production or supply of any past, present or future product or service of any Group Company, lists or details of clients, potential clients or suppliers or the arrangements made with any client or supplier and any information in respect of which any Group Company owes an obligation of confidentiality to any third party.



- 8.10 Your obligations under this clause (Confidentiality and Intellectual Property) and under the exhibit(s) annexed to this Contract shall continue in perpetuity and shall remain valid indefinitely even on the termination or cancellation of your internship.

## 9 Return of Company Property

- 9.1 On the expiry or earlier termination of this Contract, or at the direction of the Company at any time during your internship, you shall be solely responsible for the safe return and hand over of –

9.a All the properties of Company including all Confidential Information, any drawings, software, employee data, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to Company or any reproduction thereof which may have been provided to you during the course of your internship with Company or which may be in your use, possession, custody, care or charge. For the loss of any property of Company in your possession, the Company will have a right to assess the value of the loss on its own basis and recover the damages as it deems proper in the event of your failure to account for such material or property to its satisfaction.

9.b All papers, documents and other property of the Company as may be in your possession, custody, control or power, including but not limited to any phones, computers, laptops, vehicles, etc. provided to you by the Company.

## 10 Data Protection and Privacy

- 10.1 As a part of your background check, as well as during the course of your internship with Company, the Company may collect personal information, including but not limited to, your bank details, credit history, medical records and history, and such other personal data or information as it may deem necessary, from time to time, as necessary for the purposes of your internship. You hereby acknowledge and grant your consent to Company collecting, using, processing, storing, disposing off, and transferring, whether to any other Company affiliate company, or to third party service providers, within or outside India, any such personal information relating to you. You agree that you have been provided with and have fully read and understood the Company's privacy policy.

- 10.2 The Company's information systems are consolidated and managed centrally. As a result, your sensitive personal data or information may be transferred around the Group Company locations worldwide and to select vendors that provide services to the Company and our workforce. To assure that your sensitive personal data or information privacy is adequately safeguarded, the Company will endeavour to protect the confidentiality and security of individual personal data as required by the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 under the Information Technology Act, 2000 and/or such other succeeding applicable laws and cross-jurisdictional laws as may be applicable. Accordingly, you are agreeable to provide your consent in writing to the Company as provided in the Exhibit B of this Contract for using and transferring of your sensitive personal data or information provided or to be provided by you.



## 11 Tax Liability

- 11.1 You will arrange to take care of and that you are solely responsible for all your tax liabilities, i.e., income tax, professional tax or any other tax as may be applicable to the aforesaid stipend payments and other payments (if any) made to you by the Company, and Company will not be liable for the same. All stipend and other payments (if any) to you will be subject to tax withholding and other deductions in accordance with applicable laws and/or contract with the Company.

## 12 Compliance with Applicable Laws

- 12.1 You agree to comply with all applicable laws, regulations and governmental orders of India or any other applicable jurisdiction, now or hereafter in effect, relating to your engagement by the Company, including but not limited to any bribery laws.
- 12.2 Without limitation to the foregoing, you represent and warrant that you have not and shall not at any time during your engagement with the Company, pay, give or offer or promise to pay or give any money or any other thing of value, directly or indirectly, to or for the benefit of:
- a any government official, political party or candidate for political office; or
  - b any other person, firm, corporation or other entity with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage in connection with the Company's business.

## 13 Entire Agreement

- 13.1 This Contract, together with all the exhibits annexed to it, supersedes any prior agreements, representations and promises of any kind, whether written, oral, express or implied between the parties hereto with respect to the subject matters herein. This Contract, together with all the exhibits annexed to it, constitutes the full, complete and exclusive agreement between you and the Company, its officers, employees and related corporations with respect to the subject matters herein.

## 14 Governing Law and Dispute Resolution

- 14.1 This Contract shall be governed by and construed in accordance with the laws of India. The courts in Hyderabad will have exclusive jurisdiction in relation to all disputes arising out of this Contract.



This Contract constitutes the entire terms and conditions governing your engagement as an intern with Company.

If the terms and conditions of this Contract are understood and accepted, please sign and return the attached copy of this Contract.

Yours sincerely,  
For and on behalf of  
**ServiceNow Software Development India Private Limited**

\_\_\_\_\_  
**Ilango A P**  
Senior Director, HRBP Management

**Intern Acceptance and Agreement**



*Private & Confidential*

26/03/2024

Naga Praneetha Balanagu  
2-2-1105, Flat number 101, Shiva rama krishna castle ,Chey Number, Tilak Nagar , New Nallakunta ,  
Hyderabad, Telangana 500044  
India

Dear Naga Praneetha,

### INTERNSHIP CONTRACT

We are pleased to offer you the position of **Assoc Software Quality Engineer Intern** at ServiceNow Software Development India Private Limited (**Company**) on the terms and conditions set out in this contract (**Contract**).

#### 1 Internship

- 1.1 Your internship program has been tentatively scheduled to start on 10/06/2024 and ending on 02/08/2024, unless otherwise terminated earlier in accordance with the terms and conditions herein.
- 1.2 You will be paid a stipend of INR 540,000.00 per annum, paid in monthly installments, subject to deductions required to be made under applicable law, contract and/or to recover any overpayments or any amounts that you owe to Company.
- 1.3 Your internship with the Company is conditional on the following:
  - a You submitting to the Company a copy of your picture page in your passport and the page with your permanent address;
  - b You submitting to the Company a copy of your Permanent Account Number (PAN) card, issued by the income tax authorities in India;
  - c You submitting to the Company a copy of all the testimonials and certificates issued by the relevant educational institutions and/or past employers (if any);
  - d You signing and returning to the Company, a copy of this Contract on or before **28/03/2024**
  - e You completing and passing a standard background check conducted by the Company via a third-party background checking agency, which will be provided with your CV and contact details, on acceptance of this internship offer.

The Company's offer of internship shall stand withdrawn if any of the above conditions are not met to the Company's satisfaction.



- 1.4 The content of your internship program will be determined by an assigned member from the relevant business team, who will also be your main point of contact for further guidance during your internship program. The purpose of this internship program is to provide you with relevant guidance and to equip you with experience that will be helpful in your future career. In furtherance of this, you may be asked to execute various assignments/tasks from time to time during the course of your internship. You should use your best efforts in performing and delivering the tasks.
- 1.5 During the tenure of your internship, you should work closely with your mentor, who will guide you and review your assignment to ensure that the internship is an enriching experience for you.
- 1.6 To enable you to actively engage in the training activities, the Company shall, at its discretion, provide you with a laptop, which you shall be required to promptly return to the Company at the end of the internship program and/or as and when directed to do so by the Company.
- 1.7 During your internship with Company, you will be expected to comply with all applicable rules, regulations and directives of Company as enforced (and amended) from time to time in respect of the matters both covered and not covered by this Contract. The Company's decision on all such matters will be final and binding on you.
- 1.8 During your internship, you agree to be dedicated and attentive when undergoing the training imparted by the Company; to use your utmost endeavours to promote its interests; and to devote the whole of your time, attention and abilities throughout the internship to effectively learn from the said training.
- 1.9 It is clarified that you are not an 'employee,' 'workman,' or 'worker' for the purposes of any employment statute and there is no assurance or guarantee that you will be employed by Company upon completion of your internship.
- 1.10 By accepting this internship offer from the Company, you confirm that you are able to intern with and/or undertake any training activities organized by the Company without breaching any legal or contractual restrictions (including any restrictive covenants) on your activities. Once you begin your engagement with the Company, you agree to adhere to all its policies, procedures, guidelines and internship-related instructions issued by the Company.

## 2 Location

- 2.1 You will be based at the Company offices in **Parcel 3, Knowledge City, 7th Floor & 8th Floor, Plot #2, Phase - 1, Survey # 83/1, Raidurg Village, Serilingampally Mandal, Rangareddy Dist, Hyderabad – 500081 Telangana, India.**
- 2.2 However, your mentor and place of internship may change from time to time depending on the business needs of the Company, and/or the Company may (subject to its business requirements) impart the training to you virtually, for the whole or part of your internship program.



### 3 Stipend and Certificate

3.1 You will be paid a stipend of INR 45,000.00 per month, subject to deductions required to be made under applicable law, contract and/or to recover any overpayments or any amounts that you owe to Company. It is clarified that you will not be entitled to any other allowances or benefits given to the regular employees of Company. The stipend paid to you for your internship with Company is not and shall not be construed as 'wages' for the purposes of any employment statute.

3.1.1 You will be eligible to receive a one-time gross payment of **INR 50,000.00 (Sign-on Bonus)** as an incentive for you to accept this offer of internship and to cover any ancillary costs you may incur to commence your internship with the Company. The Sign-on Bonus, which shall be paid to you along with the stipend payable for your first month of internship, may be subject to tax and other deductions in accordance with applicable law; and you shall be solely responsible for your tax liability on the said Bonus. You agree and accept that the Company retains sole rights and discretion to not pay the Sign-on Bonus (or to recover the same if already paid) in the event that you do not fulfill any of your obligations under this Contract.

3.2 You will be responsible and liable for payment of all income and related taxes on your stipend and any other payment received by you under this Contract and/or in relation to your internship.

3.3 On your successful completion of the internship program, you will be provided an internship certificate by Company.

### 4 Working Hours and Leave

4.1 For us to be able to effectively equip you with the skills you would require in your future professional career, you would be required to be available for eight hours from Monday to Friday exclusive of a one hour's lunch break during the course of your internship.

4.2 During the course of your internship, you shall not be entitled to any paid leave during the internship period. However, in case you require to take leave for any personal emergencies, you would be required to take written approval from your mentor prior to taking such leave. Further, you shall be eligible to public holidays as per local laws and as per Company policy.

### 5 Termination



- 5.1 During your internship program, either party may terminate this Contract by giving two weeks' notice in writing, or such other notice as may be required to be provided under applicable law. The Company reserves the right to **(a)** require you not to attend the internship program and/or not to undergo the remaining training programs during the period of notice (whether given by you or the Company); and **(b)** to terminate this Contract with immediate effect by paying in lieu of such notice period.
- 5.2 Without prejudice to the Company's rights and remedies for any breach of this Contract and/or breach of applicable law and without prejudice to your continuing obligations under this Contract, the Company shall be entitled to terminate this Contract with immediate effect for Cause.
- 5.3 For the purpose of this Contract, 'Cause' shall include but not be limited to you:
- a Being found guilty of dishonesty, serious or persistent misconduct, theft, embezzlement, fraud and/or any action which assists other parties in such activities;
  - b Without reasonable cause neglecting or refusing to attend your internship;
  - c Failing to perform any of your obligations under this Contract or as may be imposed on you by the Company;
  - d Being found lacking in dedication towards your obligations under this Contract or towards activities given to you by the Company;
  - e Being found to be engaged in behaviours of unlawful discrimination, bullying or harassment of any nature (including sexual harassment);
  - f Engaging in any act that constitutes misconduct and/or that maybe, in the Company's sole discretion, is injurious in any way to the Group Company or which may harm its reputation;
  - g Breaching any fiduciary duty owed by you to the Group Company;
  - h Engaging in conduct (whether or not in the course of your engagement) which may or does result in harm to the reputation of any Group Company;
  - i Having misrepresented any information, forged or falsified any documentation, and/or suppressed any material information from the Company, crucial to your engagement with and/or the tasks assigned to you by the Company;
  - j Materially violating any applicable law or regulation relating to the Company's business;
  - k Breaching obligations of non-disclosure prescribed in this Contract and/or the obligations imposed under the exhibits to this Contract;
  - l Being under the influence of, or consuming, alcohol, illegal drugs or any controlled substances during your internship program or while involved in any Group Company related activities or events;
  - m Engaging in conduct (physical, verbal or otherwise) that may be violent, abusive, intimidating or offensive (whether physical or verbal);
  - n Accessing without due authorization or inappropriately using any Group Company's devices, e-mail and internet systems or data/information, or using unapproved software, or interfering with their safety equipment;
  - o Engaging in gross negligence, or intentionally or recklessly disregarding health and safety rules or procedures; or
  - p Failing to observe Company's disciplinary rules or any other applicable regulations of Company.



Further, in case of termination for Cause, the Company shall duly inform your institution/college about the same and may not provide the internship certificate in such event. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

- 5.4 Upon termination of your internship for any reason, you shall not undertake or cause any action or deed which might in any way affect the Company's reputation or good standing, or those of its products or services.

## 6 Limited Authority

- 6.1 You will not enter into any commitments or dealings on behalf of Company or be a party to any alteration of any principle or policy of Company or exceed the authority or direction vested in you without the previous sanction of Company or those in authority over you. Any violation of this may lead to termination of your internship program with immediate effect.

## 7 Non-competition and Declaration of interest

- 7.1 You acknowledge that during the course of your internship with Company, you may become familiar with Company's trade secrets and the other confidential information concerning Company, its associates, related companies and that your work may be of a special, unique and extraordinary value to Company. You agree that during the term hereof, you shall not directly or indirectly own, manage, control, participate in, consult with, render services for (as an intern or otherwise), or engage in any business competing with Company, or engage in any other business, vocation, trade, office, engagement or activity (whether paid or unpaid), in the absence of prior written approval from the Company (which may be withheld by the Company at its sole discretion).
- 7.2 Without prejudice to the preceding clause, you will notify Company in writing of all business interests that you currently have directly or indirectly related to the business or activities of Company. Upon such notification, the Company reserves the right to reassess the continuance of this offer of internship and/or withdraw it if it deems fit.
- 7.3 You shall disclose fully to the Company any and all facts and circumstances in respect of which there is or might be, or which may appear to be, a conflict of interest between the Company or any related corporation and you or persons related to you. The Company reserves the right to require you to disclose or explain (including in writing, if so requested) your conduct relating to the interests of any Group Company.

## 8 Confidentiality and Intellectual Property

- 8.1 You shall keep strictly confidential all the Confidential Information and material provided to you by Company or by its clients concerning their affairs or any information that comes to your knowledge during the course of the internship program, except as required to perform tasks during the course of your internship.



- 8.2 You must not, at any time during your engagement (except so far as may be necessary for the proper performance of your duties) or after the termination of your engagement, use for any purpose other than any Company's business or disclose to any person or body any Confidential Information obtained during your engagement.
- 8.3 You shall also keep your internship terms and conditions strictly confidential. Any disclosure will constitute a breach of this Contract and may result in termination of this Contract.
- 8.4 You must not, at any time during your engagement, improperly use or disclose any proprietary information or trade secrets of any former or current employer or other person or entity and must not bring onto the physical or virtual premises of the Company any of their unpublished document or proprietary information or trade secrets, unless consented to in writing by such employer, person or entity.
- 8.5 During your internship, you may be required to be involved in developing material for both in-house usage as well as for other purposes based on Company requirements. Any material or intellectual property so developed shall be the exclusive property of Company and you shall not use the same in any personal capacity, during the term of the internship program or at any point in time thereafter. You agree to assist and cooperate with Company in perfecting Company's rights in all such materials and intellectual property.
- 8.6 You shall also disclose to Company any discovery, invention, process or improvement made or discovered by you while with Company and such discovery, invention, process or improvement shall belong absolutely to and be the sole property of Company
- 8.7 Further, you shall be required, as a condition of your internship with Company, to sign the accompanying agreement in Exhibit A, the terms of which are incorporated into this Contract and form part of the terms of your internship.
- 8.8 For the purpose of this clause (Confidentiality and Intellectual Property), the term 'Company' shall mean 'Group Companies,' which term includes the Company, its subsidiaries or subsidiary undertakings, any holding company or parent undertaking and any subsidiary or subsidiary undertaking of any holding company or parent undertaking and 'Group Company' means any of them.
- 8.9 For the purpose of this Contract, 'Confidential Information' includes any trade secrets or other information which is confidential, commercially sensitive and is not in the public domain relating or belonging to any Group Company including but not limited to information relating to the business methods, corporate plans, management systems, finances, new business opportunities, research and development projects, marketing or sales of any past, present or future product or service, secret formulae, processes, inventions, designs, know-how, discoveries, technical specifications and other technical information relating to the creation, production or supply of any past, present or future product or service of any Group Company, lists or details of clients, potential clients or suppliers or the arrangements made with any client or supplier and any information in respect of which any Group Company owes an obligation of confidentiality to any third party.



8.10 Your obligations under this clause (Confidentiality and Intellectual Property) and under the exhibit(s) annexed to this Contract shall continue in perpetuity and shall remain valid indefinitely even on the termination or cancellation of your internship.

**9 Return of Company Property**

9.1 On the expiry or earlier termination of this Contract, or at the direction of the Company at any time during your internship, you shall be solely responsible for the safe return and hand over of –

9.a All the properties of Company including all Confidential Information, any drawings, software, employee data, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to Company or any reproduction thereof which may have been provided to you during the course of your internship with Company or which may be in your use, possession, custody, care or charge. For the loss of any property of Company in your possession, the Company will have a right to assess the value of the loss on its own basis and recover the damages as it deems proper in the event of your failure to account for such material or property to its satisfaction.

9.b All papers, documents and other property of the Company as may be in your possession, custody, control or power, including but not limited to any phones, computers, laptops, vehicles, etc. provided to you by the Company.

**10 Data Protection and Privacy**

10.1 As a part of your background check, as well as during the course of your internship with Company, the Company may collect personal information, including but not limited to, your bank details, credit history, medical records and history, and such other personal data or information as it may deem necessary, from time to time, as necessary for the purposes of your internship. You hereby acknowledge and grant your consent to Company collecting, using, processing, storing, disposing off, and transferring, whether to any other Company affiliate company, or to third party service providers, within or outside India, any such personal information relating to you. You agree that you have been provided with and have fully read and understood the Company's privacy policy.

10.2 The Company's information systems are consolidated and managed centrally. As a result, your sensitive personal data or information may be transferred around the Group Company locations worldwide and to select vendors that provide services to the Company and our workforce. To assure that your sensitive personal data or information privacy is adequately safeguarded, the Company will endeavour to protect the confidentiality and security of individual personal data as required by the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 under the Information Technology Act, 2000 and/or such other succeeding applicable laws and cross-jurisdictional laws as may be applicable. Accordingly, you are agreeable to provide your consent in writing to the Company as provided in the Exhibit B of this Contract for using and transferring of your sensitive personal data or information provided or to be provided by you.



## 11 Tax Liability

- 11.1 You will arrange to take care of and that you are solely responsible for all your tax liabilities, i.e., income tax, professional tax or any other tax as may be applicable to the aforesaid stipend payments and other payments (if any) made to you by the Company, and Company will not be liable for the same. All stipend and other payments (if any) to you will be subject to tax withholding and other deductions in accordance with applicable laws and/or contract with the Company.

## 12 Compliance with Applicable Laws

- 12.1 You agree to comply with all applicable laws, regulations and governmental orders of India or any other applicable jurisdiction, now or hereafter in effect, relating to your engagement by the Company, including but not limited to any bribery laws.
- 12.2 Without limitation to the foregoing, you represent and warrant that you have not and shall not at any time during your engagement with the Company, pay, give or offer or promise to pay or give any money or any other thing of value, directly or indirectly, to or for the benefit of:
- a any government official, political party or candidate for political office; or
  - b any other person, firm, corporation or other entity with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage in connection with the Company's business.

## 13 Entire Agreement

- 13.1 This Contract, together with all the exhibits annexed to it, supersedes any prior agreements, representations and promises of any kind, whether written, oral, express or implied between the parties hereto with respect to the subject matters herein. This Contract, together with all the exhibits annexed to it, constitutes the full, complete and exclusive agreement between you and the Company, its officers, employees and related corporations with respect to the subject matters herein.

## 14 Governing Law and Dispute Resolution

- 14.1 This Contract shall be governed by and construed in accordance with the laws of India. The courts in Hyderabad will have exclusive jurisdiction in relation to all disputes arising out of this Contract.



This Contract constitutes the entire terms and conditions governing your engagement as an intern with Company.

If the terms and conditions of this Contract are understood and accepted, please sign and return the attached copy of this Contract.

Yours sincerely,  
For and on behalf of  
**ServiceNow Software Development India Private Limited**

**Ilango A P**  
Senior Director, HRBP Management

**Intern Acceptance and Agreement**



ServiceNow  
www.servicenow.com

ServiceNow Software Development India Pvt. Ltd.  
1st-2nd floors, Unit No. 02 and 10th - 16th floors, Unit No. 01 and 02  
(Argus Block), Knowledge City, Survey No. 83/1, Inorbit Mall Road,  
Raidurg Panmaktha Village, Serilingampally Mandal, Ranga Reddy  
District, Hyderabad- 500081, Telangana.

Tel +91 (40) 6629 4700  
CIN U72900AP2014FTC092162

Sreesha Yelishetty  
plot number :343,road number:11 Sagar Housing Complex,Near B N Reddy Nagar  
Vanasthalipuram,Hyderabad  
Hyderabad, Telangana 500070  
India

08/06/2024

## Employment Offer Letter

Dear Sreesha,

It is my pleasure to offer you the position of Assoc Software Quality Engineer with ServiceNow Software Development India Private Limited (the "Company"), on the terms and conditions set out in this offer letter and the enclosed contract of employment (the "Employment Contract"). Everything we do at ServiceNow is about unlocking potential - in workplaces around the world and also within our organization. We create an environment that enables our people to do their best work. Our culture and benefits encourage employees to stay healthy, happy, engaged, and growing. We keep our people at the center of everything we do. We look forward to welcoming you into our diverse, creative, fast-growing team that is changing how the world works.

The full terms of your employment offer are set out in the Employment Contract, and a summary of some of the key terms is set out below; in case of any discrepancies between this letter and the Employment Contract, the Employment Contract is determinative:

- Your start date has been scheduled for 07/14/2025. The start date of employment may need to be subsequently adjusted based on business needs and mutual written agreement.
- Your ongoing employment will be subject to satisfactory completion of a six (6) months' probationary period, and during this period, the termination notice shall be two (2) weeks on either side, or such higher notice period as may be required under applicable law. After six (6) months of employment (regardless of whether your employment is confirmed or not), your notice period shall increase to one (1) month on either side.
- Your principal place of work will be the Company's office located at **Knowledge City, Unit II, 17 to 10 Floor, Survey No. 83/1, Serilingampally Mandal, Hyderabad-500081, Telangana, India(L\_HYD002)**.
- Your gross base salary (total fixed compensation) will be INR 1,150,000.00 per annum. The break-up for your base salary is provided in the Annexure to this offer letter.
- You will be eligible to participate in ServiceNow Inc.'s corporate bonus plan (the "Bonus Plan") and your annual incentive bonus target (which is payable in accordance with the terms of the Bonus Plan) will be INR 115,000.00, which is 10% of your annual base salary.
- The Company follows a standard working model of 48 hours per week, spread

**servicenow**



**ServiceNow**  
www.servicenow.com

**ServiceNow Software Development India Pvt. Ltd.**  
1st-2nd floors, Unit No. 02 and 10th - 16th floors, Unit No. 01 and 02  
(Argus Block), Knowledge City, Survey No. 83/1, Inorbit Mall Road,  
Raidurg Panmaktha Village, Serilingampally Mandal, Ranga Reddy  
District, Hyderabad- 500081, Telangana.

Tel +91 (40) 6629 4700  
CIN U72900AP2014FTC092162

across Monday to Friday (both days inclusive). Please consult your reporting manager for specific details on your working hours and/or your shifts.

- Your leave entitlements will be governed as per the applicable leave policy of the Company.

You will receive a one-time payment of INR 150,000.00 (gross) to assist in your relocation from your current location to work location. Relocating requires a substantial investment by ServiceNow. Therefore, if you voluntarily terminate your employment or your employment is terminated by the Company for cause within 12 months of commencement of your employment, you will be required to repay ServiceNow the total gross amount of the Relocation Allowance. For the purpose of this agreement, "Cause" shall mean: (i) your failure to substantially perform your assigned duties, other than failure resulting from your death or complete incapacity due to physical or mental illness or impairment; (ii) an act by you that constitutes misconduct and that may be, in ServiceNow's sole discretion, injurious in any way to ServiceNow; (iii) a material violation by you of any law or regulation relating to the business of ServiceNow; or (iv) a breach by you of the fiduciary duty to ServiceNow. In the event that the repayment is triggered, you agree to repay any and all amounts due within 10 calendar days following the termination of your employment and you hereby authorize the Company to withhold such amount from any amounts owed to you by the Company, to the extent legally permitted. You further agree to execute any documents and/or agreements necessary at the time the reimbursement is triggered to authorize the Company to withhold such amount from any amounts owed to you by the Company, to the extent legally permitted.

Additionally, you will be eligible to earn a one-time sign-on bonus of INR 300,000.00 (gross) (the "Sign-On Bonus") subject to all applicable taxes and other statutory and/or contractual withholdings. The Sign-On Bonus shall be paid in three (3) equal instalments and shall be earned by you in the following manner:

Instalment #	Payment date	Entitlement arises after the completion of	Recovery
One (1)	Within two (2) regular payroll periods following the completion of thirty (30) days of employment	Twelve (12) full months of employment with the Company, calculated from the date of payment of this instalment	If the said twelve (12) full months are not completed
Two (2)	Within two (2) regular payroll periods following the completion of the first anniversary of your employment	Twelve (12) full months of employment with the Company, calculated from the date of payment of this particular instalment	If the said twelve (12) full months are not completed
Three (3)	Within two (2) regular payroll periods	Twelve (12) full months of employment with	If the said twelve





**ServiceNow**  
www.servicenow.com

**ServiceNow Software Development India Pvt. Ltd.**  
1st-2nd floors, Unit No. 02 and 10th - 16th floors, Unit No. 01 and 02  
(Argus Block), Knowledge City, Survey No. 83/1, Inorbit Mall Road,  
Raidurg Panmaktha Village, Serilingampally Mandal, Ranga Reddy  
District, Hyderabad- 500081, Telangana.

**Tel +91 (40) 6629 4700**  
**CIN U72900AP2014FTC092162**

	following the completion of eighteen (18) months of your employment	the Company, calculated from the date of payment of this particular instalment	(12) full months are not completed
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The Sign-On Bonus is an extraordinary payment being made to you by the Company as an advance on your salary, and none of the instalments are earned until you have completed twelve (12) full months of employment with the Company, calculated from the date of payment of each respective instalment. You understand and agree that if you voluntarily resign from your employment with the Company for any reason or if your employment is terminated by the Company either for misconduct, poor performance or loss of faith, prior to the completion of twelve (12) full months of employment (calculated from the respective date of payment of each instalment), you shall reimburse the Company the total gross amount of the respective unearned instalment of the Sign-On Bonus advanced to you up to the date of your exit (i.e., the instalment paid to you which you are yet to become entitled to), pro-rated to the remaining uncompleted part of the respective 12 months period. In the event the reimbursement is triggered, you agree to repay any and all amounts due within ten (10) calendar days following the cessation of your employment and you hereby authorize the Company to withhold such amount from any amounts owed to you by the Company to the extent legally permitted. You further agree to (a) provide any documents / instruments (including, without limitation, submission of post-dated cheques) to confirm the debts owed by you to the Company and to repay the same promptly, and/or (b) to execute any documents / agreements the Company deems necessary to authorize the Company to withhold/recover the debt amount from any amounts owed to you by the Company, to the extent legally permitted.

You will be provided with a Company laptop and will also be eligible to participate in the Company's employee benefits program as per applicable laws and Company policies (including medical insurance cover, life and disability insurance cover, provident fund, gratuity, maternity benefits for female employees, employees' compensation for workplace injuries/accidents, etc.). Details of these benefits will be provided separately.

This offer of employment is strictly conditional on the following:

- You signing and returning to us a copy of this offer letter and the Employment Contract by the deadline stated below.
- Prior to the commencement of your employment, you providing us with a copy of the photo page and the permanent address page of your current passport and, if you are not an Indian citizen, documentary evidence that you are legally entitled to live and work in India. You will also be required to show us the originals on your first day of work.
- You (legally) living in India from the date of commencement of your employment and throughout your employment with the Company.
- You participating in and successfully completing the Company's standard

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**ServiceNow Software Development India Pvt. Ltd.**  
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(Argus Block), Knowledge City, Survey No. 83/1, Inorbit Mall Road,  
Raidurg Panmaktha Village, Serilingampally Mandal, Ranga Reddy  
District, Hyderabad- 500081, Telangana.

Tel +91 (40) 6629 4700  
CIN U72900AP2014FTC092162

background and reference checks for your role to the satisfaction of the Company. Please note that this check will be conducted by a third-party background checking agency, and upon acceptance of this offer, they will be provided with a copy of your CV, contact information and other details in order to carry out the necessary checks, and you hereby provide consent to the same.

- Before your joining date, you providing us with a copy of the Permanent Account Number (PAN) card, issued to you by the income tax authorities in India, and a copy of your Aadhaar card, issued by the UIDAI in India. Further, you should complete the verification/seeding of your Universal Account Number (UAN) with your Aadhaar number, as required by the regulatory authorities and/or by the Company. If you do not have a PAN card or an Aadhaar card at the time of receipt of this offer letter and/or if you do not have an existing UAN, you undertake to **(a)** inform the Company representatives of the same; **(b)** apply to the relevant government authorities and to make the necessary arrangements to expedite the issuance of the said cards or numbers (and submit to the Company, proof of such applications to the authorities); and **(c)** promptly submit your Aadhaar and other required details to the Company to generate a UAN on your behalf for the purpose for making provident fund contributions under applicable law; alternatively you should generate your own UAN within 7 days of joining the Company. You should make all attempts possible to have these cards issued before the start date of employment. In the event either of these cards have not been issued to you before the joining date and/or if you fail to comply with the undertakings provided in this paragraph, the Company reserves the right to rescind/revoke this offer (or terminate employment, if already commenced).
- You completing and/or submitting to us all the necessary documents and statutory forms as per applicable law and/or Company policy, including without limitation, nomination and declaration forms under laws relating to provident fund, employees' state insurance, and gratuity.
- You providing us with a copy of your relieving letter/acceptance of resignation from your current/previous employers, a copy of your updated provident fund passbook and/or statement (as issued by the EPFO), and also submitting information regarding the gratuity and leave encashment tax benefits you may have received in relation to your employment with such employers.
- You having disclosed details of any post-termination restrictive covenants from your previous employer which may affect your ability to either accept the offer of employment or perform the role that you have been offered with the Company.

This offer may be withdrawn, or your employment (if already commenced) may be terminated, if any of the above conditions are not satisfied.

By accepting this offer, you confirm that you are able to carry out this role without breaching any legal restrictions on your activities, such as restrictions imposed by a current or former employer. Once you begin your employment with the Company,

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**Tel** +91 (40) 6629 4700  
**CIN** U72900AP2014FTC092162

you agree to always adhere to all ServiceNow policies, procedures, guidelines and work instructions, as well as the terms and conditions of this offer letter and the Employment Contract

I very much hope that you will accept this offer of employment. If you wish to do so, please return a signed copy of this letter and the enclosed Employment Contract via DocuSign. This offer is open for you to accept until 08/14/2024, after which time it shall lapse automatically without further notice to you.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Ilango AP', written over a horizontal line.

**Ilango AP**  
**Senior Director, HRBP Management**

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PRIVATE AND CONFIDENTIAL

12/10/2023

Chandra Kiran Reddy Maligireddy  
H No. 2-69/6, Market Road, Narsingi  
Hyderabad, India  
500089

M. Chandra Kiran Reddy  
1602-20-737-008  
Intern

Dear Chandra Kiran Reddy ,

OFFER OF EMPLOYMENT AND APPOINTMENT LETTER

We are pleased to offer you a position as an Intern with salesforce.com India Pvt. Ltd. ("Salesforce.com" or "Company"). This letter sets out the terms and conditions of your appointment and outlines the current major features of the Company's compensation and benefits plans and practices for your role as an Intern. This offer is based on your unequivocal acceptance of the same, any counter offer or conditional acceptance is subject to acceptance or rejection of such counter offer/proposal by the Company in writing.

COMMENCEMENT OF EMPLOYMENT

Your internship dates are 05/02/2024 to 02/08/2024 and you will report to Mukul Chandok. Your employment is contingent on the results of a background check which may include a personal history check and reference checks, and can include verification of education and work history. This offer is also conditional on receipt of a U.S. Department of Commerce Bureau of Industry & Security export license in the event the Company is required to obtain such licence for your employment. If the results of your background check reveal information that is inconsistent with our standards, or with the information you provide, or if we are unable to obtain an export license, this offer may be cancelled and/or your employment with the Company may be subject to immediate termination.

Your nature of functions, duties as well as responsibilities as an **Intern** have already been indicated to you. A non-exhaustive list highlighting the same shall be given to you, which is only indicative of the general requirements commensurate with your designation. You may be required to act for and perform duties other than those listed as may your supervisory/reporting senior may request in writing if need so arises.

COMPENSATION COMPONENTS

Your internship is compensated with a stipend amount of ₹30,000.00 per month.

You will receive your payments via wire transfer.

**Employee Benefits:** You would be entitled to employee benefits under the applicable Company's policy subject to applicable terms and conditions, which are country based and may vary from region to region. The absence of any specific policy for the country does not imply automatic application of policy for the region, unless so specified.



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In this regard, it is specifically stated that as a part of Employee Benefits you would be entitled to core Mediciam/Health insurance cover of INR 7,00,000/- for self only; the premium whereof shall be paid for by the Company with yourself being the beneficiary.

You would be entitled to 20 days of annual leave and 12 days of sick leave, on a pro-rata basis. You are also entitled for any public holidays & any other kind of leave in accordance with the applicable Company's rules, as may be amended from time to time.

You are also eligible for a wellness reimbursement of up to INR 5,000 /- on a monthly basis. This is subject to internal company policies & guidelines and you will have access to the detailed policy post joining

The Company reserves the right to discontinue or modify any compensation, incentive, benefit, perquisite plan, program or practice. Moreover, the very brief summaries contained herein are subject to the actual terms and conditions of such plans, programs and practices. In the absence of specific statements and commitment in regard to applicable policy, you would not have any right to claim eligibility of benefit under the same. Your acceptance shall constitute acceptance of the term that the aforesaid compensations, incentive, benefits, etc are not disbursed/given as a matter of right, and are rewards subject to discretion of the management of the Company.

#### TAXATION

Indian income taxes are withheld from the salary paid to you. You are responsible for filing your personal returns and complying with other requirements under the India tax laws.

#### HOURS OF WORK

You will be required to work up to 48 (forty eight) hours in a week, spread over a period of 5 (five) days, as notified to you by the Company from time to time. The Company may, subject to applicable laws, require you to work beyond these hours for performing your duties competently and to meet the Company's requirements.

#### PLACE OF WORK

Your normal place of work will be India - Hyderabad and your role requires that you generally perform your role from the office.

The Company reserves the right to change your way of working at any time in accordance with business needs. You must comply with any policies and procedures (including but not limited to any applicable team agreements, working from home checklists and associated assessments) that apply to your specific way of working.

#### TERMINATION

The Company has the right to terminate your employment summarily without notice or payment in lieu of notice, if it has reasonable grounds to believe that you have engaged in misconduct or negligence, have committed any breach of the terms of this Contract, or have generally acted or failed to act in a manner that has caused the management of



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the Company to lose faith in you. Summary termination, after you have been provided with a reasonable opportunity to be heard, is at the option of and in the sole discretion of the Company.

**OBLIGATIONS TO THIRD PARTIES**

In your work for the Company, you will be prohibited from using or disclosing any confidential, proprietary or trade secret information of any former employer or other person to whom you have an obligation of confidentiality. Rather, you will be required to use only information that is generally known and used by persons with training and experience comparable to your own, is common knowledge in the industry or otherwise legally in the public domain, or is otherwise provided or developed by the Company. You agree that you will not bring onto Company premises or use in your work for the Company any unpublished documents or property belonging to any former employer or third party that you are not authorized to use and disclose. You further represent that when working for the Company, you will not violate the terms of any restrictive contract you might have signed with a former employer or other person. By accepting employment with the Company, you are representing that you will be able to perform your job duties within these parameters.

In the event any previous employer of yours alleges that your joining the Company is a breach of a non-compete or other restrictive-covenant agreement between you and that employer, you understand that the Company will not indemnify you or pay for your representation against any such claims. You further understand that if a court or arbitrator determines or mandates that you may not work for the Company for a period of time as a result of a restrictive covenant that you signed with a previous employer, you will not be entitled to any pay or equity vesting from the Company during that period and the Company may terminate your employment. You understand that you are responsible for obtaining your own legal advice on the enforceability and extent of any restrictive covenants you have signed with any former employer.

**CONFIDENTIAL INFORMATION AND INTELLECTUAL PROPERTY**

- **By virtue of your employment, you may become aware of information relating to the business or affairs of the Company or a Related Company, including, but not limited to its client lists, trade secrets, client details, sales and marketing information, intellectual property and work, and financial information between the Company and/or a Related Company and/or its clients (Confidential Information).**
- **Without limiting your implied and any other express obligations to the Company with respect to Confidential information and intellectual property, it is a condition of this offer and your continuing employment that you agree to and execute:**
  - **the Company's Employee Inventions and Proprietary Rights Assignment Agreement, a copy of which is attached as Schedule 3 to this Agreement, and incorporated as part of this Agreement; and,**
  - **any other agreements dealing with Confidential Information and similar subject matter as may be required by the Company or Related Company throughout your employment.**

**OUTSIDE BUSINESS ACTIVITIES AND BOARD MEMBERSHIP**



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Because of the nature of the Company's business and the identities of our customers, partners and prospects, outside activities (including for example sitting on the board of another company) may present many areas of actual or potential conflict. If you wish to engage in any outside activities that take time away from your job at the Company, create a possible conflict with the Company or are related in any way to the Company's business, you must disclose these activities to the Company immediately and prior to your start date.

**GENERAL PROVISIONS**

As an employee in the full time employment of the Company, you will be obliged to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself or devote your time or attention to any employment, business or position of monetary interest, other than that of the Company.

You will also be governed by statutory laws enacted by Central or State Government or local authorities as may be applicable to you from time to time. It is your responsibility to inform yourself of all applicable terms and conditions, policies, rules, regulations, norms, etc. and any changes made by the Company from time to time. If you do not understand a requirement of your employment you should seek clarification from your manager or Employee Success.

The terms of this offer detailed above are strictly confidential and should be treated as privileged information between you and the Company. You are expected to maintain such information appropriately.

This Offer Letter, together with the enclosed Employee Inventions and Proprietary Rights Assignment Agreement (**EIPRAA**), supersede any prior oral or written communication on this subject.

The provisions of this Offer Letter shall be governed by, and construed in accordance with the laws of India and the jurisdiction for any dispute is where your position was last located.

**ACCEPTANCE OF OUR OFFER**

Please confirm your acceptance of our offer by electronically signing this Offer Letter, and EIPRAA within 7 days from the date of this letter. This offer is rescinded if not accepted and returned timely.

**CONCLUSION**

We hope you find this offer to be a satisfactory basis for joining the Company.

We look forward to receiving your acceptance and to working with you in the development of the Company.

We welcome you to Salesforce.com and wish you a long-lasting and rewarding association with us.

For and on behalf of Salesforce.com India Pvt. Ltd.



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A handwritten signature in black ink, appearing to read "Brent Hyder", with a long horizontal line extending to the right.

---

Brent Hyder  
President, Chief People Officer



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ANNEXURE A

ACCEPTANCE OF EMPLOYEE

I, Chandra Kiran Reddy Maligireddy have read, understood and accept the above Offer of Employment and Appointment Letter relating to my services and appointment with salesforce.com India Pvt. Ltd.

DocuSigned by:

*Chandra Kiran Reddy Maligireddy*

956648C2A5C44EF...

Chandra Kiran Reddy Maligireddy

Place: Hyderabad

Date: Oct-13-2023

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**Private & Confidential**

11/16/2023

Anirudh Kabir

8-5-231/35/25, Flat number 201, Block-B, Sai residency, Near KES gardens, Lakminagar

Karimnagar, Telangana 505001

India

Dear Anirudh,

**INTERNSHIP CONTRACT**

We are pleased to offer you the position of **Intern - Associate Software Engineer** at ServiceNow Software Development India Private Limited (**Company**) on the terms and conditions set out in this contract (**Contract**).

**1 Internship**

- 1.1 Your internship program has been tentatively scheduled to start on 01/22/2024 and ending on 07/19/2024, unless otherwise terminated earlier in accordance with the terms and conditions herein.
- 1.2 You will be paid a stipend of INR 840,000.00 per annum, paid in monthly installments, subject to deductions required to be made under applicable law, contract and/or to recover any overpayments or any amounts that you owe to Company.
- 1.3 Your internship with the Company is conditional on the following:
- You submitting to the Company a copy of your picture page in your passport and the page with your permanent address;
  - You submitting to the Company a copy of your Permanent Account Number (PAN) card, issued by the income tax authorities in India;
  - You submitting to the Company a copy of all the testimonials and certificates issued by the relevant educational institutions and/or past employers (if any);
  - You signing and returning to the Company, a copy of this Contract on or before **11/24/2023**
  - You completing and passing a standard background check conducted by the Company via a third-party background checking agency, which will be provided with your CV and contact details, on acceptance of this internship offer.

The Company's offer of internship shall stand withdrawn if any of the above conditions are not met to the Company's satisfaction.



- 1.4 The content of your internship program will be determined by an assigned member from the relevant business team, who will also be your main point of contact for further guidance during your internship program. The purpose of this internship program is to provide you with relevant guidance and to equip you with experience that will be helpful in your future career. In furtherance of this, you may be asked to execute various assignments/tasks from time to time during the course of your internship. You should use your best efforts in performing and delivering the tasks.
- 1.5 During the tenure of your internship, you should work closely with your mentor, who will guide you and review your assignment to ensure that the internship is an enriching experience for you.
- 1.6 To enable you to actively engage in the training activities, the Company shall, at its discretion, provide you with a laptop, which you shall be required to promptly return to the Company at the end of the internship program and/or as and when directed to do so by the Company.
- 1.7 During your internship with Company, you will be expected to comply with all applicable rules, regulations and directives of Company as enforced (and amended) from time to time in respect of the matters both covered and not covered by this Contract. The Company's decision on all such matters will be final and binding on you.
- 1.8 During your internship, you agree to be dedicated and attentive when undergoing the training imparted by the Company; to use your utmost endeavours to promote its interests; and to devote the whole of your time, attention and abilities throughout the internship to effectively learn from the said training.
- 1.9 It is clarified that you are not an 'employee,' 'workman,' or 'worker' for the purposes of any employment statute and there is no assurance or guarantee that you will be employed by Company upon completion of your internship.
- 1.10 By accepting this internship offer from the Company, you confirm that you are able to intern with and/or undertake any training activities organized by the Company without breaching any legal or contractual restrictions (including any restrictive covenants) on your activities. Once you begin your engagement with the Company, you agree to adhere to all its policies, procedures, guidelines and internship-related instructions issued by the Company.

## 2 Location

- 2.1 You will be based at the Company offices in **Parcel 3, Knowledge City, 7th Floor & 8th Floor, Plot #2, Phase - 1, Survey # 83/1, Raidurg Village, Serilingampally Mandal, Rangareddy Dist, Hyderabad - 500081 Telangana, India.**
- 2.2 However, your mentor and place of internship may change from time to time depending on the business needs of the Company, and/or the Company may (subject to its business requirements) impart the training to you virtually, for the whole or part of your internship program.



### 3 Stipend and Certificate

3.1 You will be paid a stipend of INR 70,000.00 per month, subject to deductions required to be made under applicable law, contract and/or to recover any overpayments or any amounts that you owe to Company. It is clarified that you will not be entitled to any other allowances or benefits given to the regular employees of Company. The stipend paid to you for your internship with Company is not and shall not be construed as 'wages' for the purposes of any employment statute.

3.1.1 You will be eligible to receive a one-time gross payment of INR 50,000.00 (Sign-on Bonus) as an incentive for you to accept this offer of internship and to cover any ancillary costs you may incur to commence your internship with the Company. The Sign-on Bonus, which shall be paid to you along with the stipend payable for your first month of internship, may be subject to tax and other deductions in accordance with applicable law; and you shall be solely responsible for your tax liability on the said Bonus. You agree and accept that the Company retains sole rights and discretion to not pay the Sign-on Bonus (or to recover the same if already paid) in the event that you do not fulfill any of your obligations under this Contract.

3.2 You will be responsible and liable for payment of all income and related taxes on your stipend and any other payment received by you under this Contract and/or in relation to your internship.

3.3 On your successful completion of the internship program, you will be provided an internship certificate by Company.

### 4 Working Hours and Leave

4.1 For us to be able to effectively equip you with the skills you would require in your future professional career, you would be required to be available for eight hours from Monday to Friday exclusive of a one hour's lunch break during the course of your internship.

4.2 During the course of your internship, you shall not be entitled to any paid leave during the internship period. However, in case you require to take leave for any personal emergencies, you would be required to take written approval from your mentor prior to taking such leave. Further, you shall be eligible to public holidays as per local laws and as per Company policy.

### 5 Termination



- 5.1 During your internship program, either party may terminate this Contract by giving two weeks' notice in writing, or such other notice as may be required to be provided under applicable law. The Company reserves the right to (a) require you not to attend the internship program and/or not to undergo the remaining training programs during the period of notice (whether given by you or the Company); and (b) to terminate this Contract with immediate effect by paying in lieu of such notice period.
- 5.2 Without prejudice to the Company's rights and remedies for any breach of this Contract and/or breach of applicable law and without prejudice to your continuing obligations under this Contract, the Company shall be entitled to terminate this Contract with immediate effect for Cause.
- 5.3 For the purpose of this Contract, 'Cause' shall include but not be limited to you:
- a Being found guilty of dishonesty, serious or persistent misconduct, theft, embezzlement, fraud and/or any action which assists other parties in such activities;
  - b Without reasonable cause neglecting or refusing to attend your internship;
  - c Failing to perform any of your obligations under this Contract or as may be imposed on you by the Company;
  - d Being found lacking in dedication towards your obligations under this Contract or towards activities given to you by the Company;
  - e Being found to be engaged in behaviours of unlawful discrimination, bullying or harassment of any nature (including sexual harassment);
  - f Engaging in any act that constitutes misconduct and/or that maybe, in the Company's sole discretion, is injurious in any way to the Group Company or which may harm its reputation;
  - g Breaching any fiduciary duty owed by you to the Group Company;
  - h Engaging in conduct (whether or not in the course of your engagement) which may or does result in harm to the reputation of any Group Company;
  - i Having misrepresented any information, forged or falsified any documentation, and/or suppressed any material information from the Company, crucial to your engagement with and/or the tasks assigned to you by the Company;
  - j Materially violating any applicable law or regulation relating to the Company's business;
  - k Breaching obligations of non-disclosure prescribed in this Contract and/or the obligations imposed under the exhibits to this Contract;
  - l Being under the influence of, or consuming, alcohol, illegal drugs or any controlled substances during your internship program or while involved in any Group Company related activities or events;
  - m Engaging in conduct (physical, verbal or otherwise) that may be violent, abusive, intimidating or offensive (whether physical or verbal);
  - n Accessing without due authorization or inappropriately using any Group Company's devices, e-mail and internet systems or data/information, or using unapproved software, or interfering with their safety equipment;
  - o Engaging in gross negligence, or intentionally or recklessly disregarding health and safety rules or procedures; or
  - p Failing to observe Company's disciplinary rules or any other applicable regulations of Company.



Further, in case of termination for Cause, the Company shall duly inform your institution/college about the same and may not provide the internship certificate in such event. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

- 5.4 Upon termination of your internship for any reason, you shall not undertake or cause any action or deed which might in any way affect the Company's reputation or good standing, or those of its products or services.

## **6 Limited Authority**

- 6.1 You will not enter into any commitments or dealings on behalf of Company or be a party to any alteration of any principle or policy of Company or exceed the authority or direction vested in you without the previous sanction of Company or those in authority over you. Any violation of this may lead to termination of your internship program with immediate effect.

## **7 Non-competition and Declaration of interest**

- 7.1 You acknowledge that during the course of your internship with Company, you may become familiar with Company's trade secrets and the other confidential information concerning Company, its associates, related companies and that your work may be of a special, unique and extraordinary value to Company. You agree that during the term hereof, you shall not directly or indirectly own, manage, control, participate in, consult with, render services for (as an intern or otherwise), or engage in any business competing with Company, or engage in any other business, vocation, trade, office, engagement or activity (whether paid or unpaid), in the absence of prior written approval from the Company (which may be withheld by the Company at its sole discretion).

- 7.2 Without prejudice to the preceding clause, you will notify Company in writing of all business interests that you currently have directly or indirectly related to the business or activities of Company. Upon such notification, the Company reserves the right to reassess the continuance of this offer of internship and/or withdraw it if it deems fit.

- 7.3 You shall disclose fully to the Company any and all facts and circumstances in respect of which there is or might be, or which may appear to be, a conflict of interest between the Company or any related corporation and you or persons related to you. The Company reserves the right to require you to disclose or explain (including in writing, if so requested) your conduct relating to the interests of any Group Company.

## **8 Confidentiality and Intellectual Property**

- 8.1 You shall keep strictly confidential all the Confidential Information and material provided to you by Company or by its clients concerning their affairs or any information that comes to your knowledge during the course of the internship program, except as required to perform tasks during the course of your internship.



- 8.2 You must not, at any time during your engagement (except so far as may be necessary for the proper performance of your duties) or after the termination of your engagement, use for any purpose other than any Company's business or disclose to any person or body any Confidential Information obtained during your engagement.
- 8.3 You shall also keep your internship terms and conditions strictly confidential. Any disclosure will constitute a breach of this Contract and may result in termination of this Contract.
- 8.4 You must not, at any time during your engagement, improperly use or disclose any proprietary information or trade secrets of any former or current employer or other person or entity and must not bring onto the physical or virtual premises of the Company any of their unpublished document or proprietary information or trade secrets, unless consented to in writing by such employer, person or entity.
- 8.5 During your internship, you may be required to be involved in developing material for both in-house usage as well as for other purposes based on Company requirements. Any material or intellectual property so developed shall be the exclusive property of Company and you shall not use the same in any personal capacity, during the term of the internship program or at any point in time thereafter. You agree to assist and cooperate with Company in perfecting Company's rights in all such materials and intellectual property.
- 8.6 You shall also disclose to Company any discovery, invention, process or improvement made or discovered by you while with Company and such discovery, invention, process or improvement shall belong absolutely to and be the sole property of Company
- 8.7 Further, you shall be required, as a condition of your internship with Company, to sign the accompanying agreement in Exhibit A, the terms of which are incorporated into this Contract and form part of the terms of your internship.
- 8.8 For the purpose of this clause (Confidentiality and Intellectual Property), the term 'Company' shall mean 'Group Companies,' which term includes the Company, its subsidiaries or subsidiary undertakings, any holding company or parent undertaking and any subsidiary or subsidiary undertaking of any holding company or parent undertaking and 'Group Company' means any of them.
- 8.9 For the purpose of this Contract, 'Confidential Information' includes any trade secrets or other information which is confidential, commercially sensitive and is not in the public domain relating or belonging to any Group Company including but not limited to information relating to the business methods, corporate plans, management systems, finances, new business opportunities, research and development projects, marketing or sales of any past, present or future product or service, secret formulae, processes, inventions, designs, know-how, discoveries, technical specifications and other technical information relating to the creation, production or supply of any past, present or future product or service of any Group Company, lists or details of clients, potential clients or suppliers or the arrangements made with any client or supplier and any information in respect of which any Group Company owes an obligation of confidentiality to any third party.



8.10 Your obligations under this clause (Confidentiality and Intellectual Property) and under the exhibit(s) annexed to this Contract shall continue in perpetuity and shall remain valid indefinitely even on the termination or cancellation of your internship.

## 9 Return of Company Property

9.1 On the expiry or earlier termination of this Contract, or at the direction of the Company at any time during your internship, you shall be solely responsible for the safe return and hand over of -

9.a All the properties of Company including all Confidential Information, any drawings, software, employee data, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to Company or any reproduction thereof which may have been provided to you during the course of your internship with Company or which may be in your use, possession, custody, care or charge. For the loss of any property of Company in your possession, the Company will have a right to assess the value of the loss on its own basis and recover the damages as it deems proper in the event of your failure to account for such material or property to its satisfaction.

9.b All papers, documents and other property of the Company as may be in your possession, custody, control or power, including but not limited to any phones, computers, laptops, vehicles, etc. provided to you by the Company.

## 10 Data Protection and Privacy

10.1 As a part of your background check, as well as during the course of your internship with Company, the Company may collect personal information, including but not limited to, your bank details, credit history, medical records and history, and such other personal data or information as it may deem necessary, from time to time, as necessary for the purposes of your internship. You hereby acknowledge and grant your consent to Company collecting, using, processing, storing, disposing off, and transferring, whether to any other Company affiliate company, or to third party service providers, within or outside India, any such personal information relating to you. You agree that you have been provided with and have fully read and understood the Company's privacy policy.

10.2 The Company's information systems are consolidated and managed centrally. As a result, your sensitive personal data or information may be transferred around the Group Company locations worldwide and to select vendors that provide services to the Company and our workforce. To assure that your sensitive personal data or information privacy is adequately safeguarded, the Company will endeavour to protect the confidentiality and security of individual personal data as required by the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011 under the Information Technology Act, 2000 and/or such other succeeding applicable laws and cross-jurisdictional laws as may be applicable. Accordingly, you are agreeable to provide your consent in writing to the Company as provided in the Exhibit B of this Contract for using and transferring of your sensitive personal data or information provided or to be provided by you.



## 11 Tax Liability

11.1 You will arrange to take care of and that you are solely responsible for all your tax liabilities, i.e., income tax, professional tax or any other tax as may be applicable to the aforesaid stipend payments and other payments (if any) made to you by the Company, and Company will not be liable for the same. All stipend and other payments (if any) to you will be subject to tax withholding and other deductions in accordance with applicable laws and/or contract with the Company.

## 12 Compliance with Applicable Laws

12.1 You agree to comply with all applicable laws, regulations and governmental orders of India or any other applicable jurisdiction, now or hereafter in effect, relating to your engagement by the Company, including but not limited to any bribery laws.

12.2 Without limitation to the foregoing, you represent and warrant that you have not and shall not at any time during your engagement with the Company, pay, give or offer or promise to pay or give any money or any other thing of value, directly or indirectly, to or for the benefit of:

- a any government official, political party or candidate for political office; or
- b any other person, firm, corporation or other entity with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage in connection with the Company's business.

## 13 Entire Agreement

13.1 This Contract, together with all the exhibits annexed to it, supersedes any prior agreements, representations and promises of any kind, whether written, oral, express or implied between the parties hereto with respect to the subject matters herein. This Contract, together with all the exhibits annexed to it, constitutes the full, complete and exclusive agreement between you and the Company, its officers, employees and related corporations with respect to the subject matters herein.

## 14 Governing Law and Dispute Resolution

14.1 This Contract shall be governed by and construed in accordance with the laws of India. The courts in Hyderabad will have exclusive jurisdiction in relation to all disputes arising out of this Contract.

**servicenow.**

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This Contract constitutes the entire terms and conditions governing your engagement as an intern with Company.

If the terms and conditions of this Contract are understood and accepted, please sign and return the attached copy of this Contract.

Yours sincerely,  
For and on behalf of  
**ServiceNow Software Development India Private Limited**



---

**Ilango A P**  
Senior Director, HRBP Management

**Intern Acceptance and Agreement**



I, Anirudh Kabir accept this internship as offered and agree to all the terms and conditions described herein in this Contract.

DocuSigned by:  
*Anirudh Kabir*  
Signature

December 6, 2023 09:02:32 PST  
Date

**Pallavi Burri**  
**Vasavi College of Engineering**

**Siemens Healthcare Private Limited**

Name Karthik G  
 Department Human Resources – Talent Acquisition  
 Telephone +91 8867373930  
 E-mail karthik.g@siemens-healthineers.com  
 Our Reference SHPL-SHS TE DC IND DI-CT DEV1  
 Date January 23, 2024

**Internship Letter**

Dear Pallavi Burri,

**Congratulations and Welcome to the House of SIEMENS!**

We are pleased to accept you as an intern for the period starting **February 05, 2024** to **August 05, 2024**. You will join **Siemens Healthineers - Technology Excellence - Development Center – India - Computed Tomography - Development 1 (SHS TE DC IND DI-CT DEV1)**, a division of **Siemens Healthcare Private Limited** and your initial place of posting will be **Bengaluru** and you will be reporting to **Mani Rajesh Kumar**. We hope that you will utilize this opportunity to gain the skill sets and demonstrate your capabilities.

The following terms and conditions will be the part of your internship:

1. During your internship period, you will receive stipend of **INR 25,000 /- (Twenty Five Thousand)**.
2. During your internship period you will be eligible for 2 days of leave. You shall avail the leave with prior approval of your Reporting Manager.
3. During your internship period you shall follow the training schedule and shall work and make progress on the job assigned to you.
4. During this period of internship, you can avail the bus and canteen facilities provided by the company at no cost.
5. We observe a policy of flexible office timings. Consequently, you have the benefit to choose one of the following timings with prior approval of the Department Head:
  - 07:30 am to 04:30 pm
  - 09:00 am to 06:00 pm
  - 10:00 am to 07:00 pm
6. The internship being imparted to you is absolutely without any obligation on the part of the company to consider you for employment on completion of internship period.
7. In case you want to leave the company before the expiry of internship period, you shall give one-month notice in writing. Similarly, the Company can terminate your services by giving you one month notice. However, in the event of any misconduct on your part or breach of the terms and conditions of Internship or deficiency of performance by you or any breach of code as per Business Conduct Guidelines, the company can terminate your service without any payment in lieu of notice.

Siemens Healthcare Private Limited

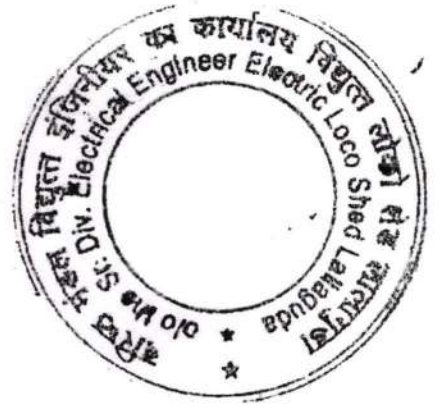
Gold Hill, Supreme Software Park II  
 21, 22, 27, 28  
 Electronic City Phase 2, Bangalore -  
 560100.

Tel: + 91 80 6192 0000  
 Email: [hc\\_contact.india@siemens.com](mailto:hc_contact.india@siemens.com)  
<http://www.siemens-healthineers.com/>

Registered Office: Unit No. 9A, 9th Floor, North Tower, Godrej One, Pirojshanagar, Eastern Express Highway, Vikhroli East, Mumbai – 400 079 India. Telephone +91 22 33700600. Fax +91 22 33700654. Other Offices: Bengaluru. Corporate Identity number: U74999MH2015PTC264859

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3.7.1 (b)



दक्षिण मध्य रेल्वे SOUTH CENTRAL RAILWAY		
वरिष्ठ मंडल विद्युत् इंजीनियर का कार्यालय, विद्युत् लोको शेड, लालागुडा, सिकन्दरा बाद -500017		Office of the Sr.Divl. Elec. Engineer, Electric Loco Shed, Lallaguda, Secunderabad-500017.
email: <a href="mailto:elslgd12@gmail.com">elslgd12@gmail.com</a>		Ph/ Fax: 040-27003715
No.C/E.221/ELS/LGD/PROJECT WORK		Date: 23-07-2024

### CERTIFICATE

This is to certify that **SHRI. MANISH BHARGAV KATARLA** bearing Roll No. **1602-22-734-017** student from **VASAVI COLLEGE OF ENGINEERING, HYDERABAD** has performed Internship on "**Electrical Machines, Converters and Propulsion control systems**" at Electric Loco Shed, Lallaguda, South Central Railway, Secunderabad from 09-07-2024 to 23-07-2024.

क.रा.किशान

Project Guide

J.RADHA KISHAN RAO

SSE/E/ELS/LGD

व.अ.अ. / ई.ई. / वि. लो. शे. / लल्लगुडा

S S.E / E2 / ELS / LGD

G.ASHOK

ADEE-II/ELS/LGD


for Sr.DEE/ELS/LGD

म.मं.वि.इंजी/क.चत. स्टाक/वि.लो.शे/ला

ADEE/TRS/ELS/LGD

द.अ.रे. लल्लगुडा, सिकन्दराबाद


S.C.Rly, Secunderabad


दक्षिण मध्य रेल्वे SOUTH CENTRAL RAILWAY		
वरिष्ठ मंडल विद्युत्त इंजिनियर का कार्यालय, विद्युत्त लोको शेड, लालागुडा, सिकन्दरा वाद -500017		Office of the Sr.Divl. Elec. Engineer, Electric Loco Shed, Lallaguda, Secunderabad-500017.
email: <a href="mailto:elslgd12@gmail.com">elslgd12@gmail.com</a>		Ph/ Fax: 040-27003715
No.C/E.221/ELS/LGD/PROJECT WORK		Date: 23-07-2024

### CERTIFICATE

This is to certify that **SHRI. DHEERAJ RASTAPURAM** bearing Roll No. **1602-22-734-010** student from **VASAVI COLLEGE OF ENGINEERING, HYDERABAD** has performed Internship on **"Electrical Machines, Converters and Propulsion control systems"** at Electric Loco Shed, Lallaguda, South Central Railway, Secunderabad from 09-07-2024 to 23-07-2024.

क.रा.क. राव.  
Project Guide  
**J.RADHA KISHAN RAO**  
SSE/E2/ELS/LGD

  
**G. S. HOK**  
Sr. Divl. Elec. Engineer  
Office of the Sr. Divl. Elec. Engineer  
Electric Loco Shed, Lallaguda,  
Secunderabad

दक्षिण मध्य रेल्वे SOUTH CENTRAL RAILWAY		
वरिष्ठ मंडल विद्युत् इंजिनियर का कार्यालय, विद्युत् लोको शेड, लालागुडा, सिकन्दरा वाद -500017		Office of the Sr.Divl. Elec. Engineer, Electric Loco Shed, Lallaguda, Secunderabad-500017.
email: <a href="mailto:elslgd12@gmail.com">elslgd12@gmail.com</a>		Ph/ Fax: 040-27003715
No.C/E.221/ELS/LGD/PROJECT WORK		Date: 23-07-2024


### CERTIFICATE

This is to certify that **SHRI. SIDDHARTHA REDDY YANALA** bearing Roll No. **1602-22-734-040** student from **VASAVI COLLEGE OF ENGINEERING, HYDERABAD** has performed Internship on “**Electrical Machines, Converters and Propulsion control systems**” at Electric Loco Shed, Lallaguda, South Central Railway, Secunderabad from 09-07-2024 to 23-07-2024.

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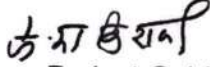
Project Guide  
**J.RADHA KISHAN RAO**  
SSE/E2/ELS/LGD


  
GASHOK  
A DEPT/ELS/LGD  
S. for Sr. Divl. Elec. Engr  
Rly, Secunderabad


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email: <a href="mailto:elslgd12@gmail.com">elslgd12@gmail.com</a>		Ph/ Fax: 040-27003715
No.C/E.221/ELS/LGD/PROJECT WORK		Date: 23-07-2024

### CERTIFICATE

This is to certify that **KUM. SSHA SAI HARSHINI DAMARAJU** bearing Roll No. **1602-22-734-037** student from **VASAVI COLLEGE OF ENGINEERING, HYDERABAD** has performed Internship on "Electrical Machines, Converters and Propulsion control systems" at Electric Loco Shed, Lallaguda, South Central Railway, Secunderabad from 09-07-2024 to 23-07-2024.

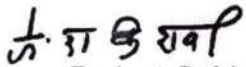
  
Project Guide  
**J. RADHA KISHAN RAO**  
SSE/E2/ELS/LGD

  
**G. ASHOK**  
SSE/E2/ELS/LGD  
for Sr. Divl. Elec. Engr  
S.C Rly, Secunderabad


<b>दक्षिण मध्य रेल्वे</b> <b>SOUTH CENTRAL RAILWAY</b>		
वरिष्ठ मंडल विद्युत्त इंजिनियर का कार्यालय, विद्युत्त लोको शेड, लालागुडा, सिकन्दरा वाद -500017		Office of the Sr.Divl. Elec. Engineer, Electric Loco Shed, Lallaguda, Secunderabad-500017.
email: <a href="mailto:elslgd12@gmail.com">elslgd12@gmail.com</a>		Ph/ Fax: 040-27003715
No.C/E.221/ELS/LGD/PROJECT WORK		Date: 23-07-2024

### CERTIFICATE

This is to certify that **KUM. LAKSHMI PRIYA VARKALA** bearing Roll No.1602-22-734-013 student from **VASAVI COLLEGE OF ENGINEERING, HYDERABAD** has performed Internship on "Electrical Machines, Converters and Propulsion control systems" at Electric Loco Shed, Lallaguda, South Central Railway, Secunderabad from 09-07-2024 to 23-07-2024.

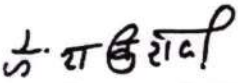
  
Project Guide  
**J.RADHA KISHAN RAO**  
SSE/E2/ELS/LGD

  
**G. ASHOK**  
Sr. Divl. Elec. Engineer  
for SSE/E2/ELS/LGD  
S.C. Ry., Secunderabad

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email: <a href="mailto:elslgd12@gmail.com">elslgd12@gmail.com</a>		Ph/ Fax: 040-27003715
No.C/E.221/ELS/LGD/PROJECT WORK		Date: 23-07-2024

### CERTIFICATE

This is to certify that **KUM. NAVYA PASUPULETI** bearing Roll No. **1602-22-734-022** student from **VASAVI COLLEGE OF ENGINEERING, HYDERABAD** has performed Internship on "**Electrical Machines, Converters and Propulsion control systems**" at Electric Loco Shed, Lallaguda, South Central Railway, Secunderabad from 09-07-2024 to 23-07-2024.



Project Guide  
J.RADHA KISHAN RAO  
SSE/E2/ELS/LGD

  
GASHOK  
SSE/E2/ELS/LGD  
Office of the  
Sr. Divl. Elec. Engineer  
for Electric Loco Shed,  
S.C. Ry., Secunderabad

दक्षिण मध्य रेल्वे  
SOUTH CENTRAL RAILWAY

वरिष्ठ मंडल विद्युत् इंजीनियर का कार्यालय,  
विद्युत् लोको शेड, लालागुडा,  
सिकन्दरा वाद -500017



Office of the  
Sr.Divl. Elec. Engineer,  
Electric Loco Shed, Lallaguda,  
Secunderabad-500017.

email: [elslgd12@gmail.com](mailto:elslgd12@gmail.com)

Ph/ Fax: 040-27003715

No.C/E.221/ELS/LGD/PROJECT WORK

Date: 23-07-2024

**CERTIFICATE**

This is to certify that **SHRI. VIGNESH IYANNAGARI** bearing Roll No. **1602-22-734-055** student from **VASAVI COLLEGE OF ENGINEERING, HYDERABAD** has performed Internship on "**Electrical Machines, Converters and Propulsion control systems**" at Electric Loco Shed, Lallaguda, South Central Railway, Secunderabad from 09-07-2024 to 23-07-2024.

Project Guide  
**J.RADHA KISHAN RAO**  
SSE/E2/ELS/LGD

**G.ASHOK KUMAR**  
SSE/E2/ELS/LGD  
for SSE/E2/ELS/LGD  
S.C. Rly, Secunderabad

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Office of the  
Sr.Divl. Elec. Engineer,  
Electric Loco Shed,  
Lallaguda,  
Secunderabad-500017.

email: [elslqd12@gmail.com](mailto:elslqd12@gmail.com), [srdeeelslqd@sc.railnet.gov.in](mailto:srdeeelslqd@sc.railnet.gov.in) Ph/ Fax: 040-27789724

Lr.No.C/E.221/ELS/LGD/Project Work


Date: 23.07.2024

### CERTIFICATE

This is to certify that Shri AKHILA NANNEBOINA bearing Roll No. 160222734005 student from VASAVI COLLEGE OF ENGINEERING, HYDERABAD has performed Internship on "Electrical Machines, Converters and Propulsion control systems" at Electric Loco Shed, Lallaguda, South Central Railway, Secunderabad from 09-07-2024 to 23-07-2024.

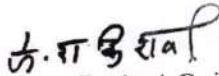
Project Guide  
KISHAN RAO  
SSE/E2/ELS/LGD


G.Ashok J.RADHA  
ADEE-II/ELS/LGD  
for Sr.DEE/ELS/LGD

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वरिष्ठ मंडल विद्युत्त इंजीनीयर का कार्यालय, विद्युत्त लोको शेड, लालागुडा, सिकन्दरा वाद -500017		Office of the Sr.Divl. Elec. Engineer, Electric Loco Shed, Lallaguda, Secunderabad-500017.
email: <a href="mailto:elslgd12@gmail.com">elslgd12@gmail.com</a>		Ph/ Fax: 040-27003715
No.C/E.221/ELS/LGD/PROJECT WORK		Date: 23-07-2024

### CERTIFICATE

This is to certify that **KUM. MOUNIKA PIDAMARTHI** bearing Roll No. **1602-22-734-019** student from **VASAVI COLLEGE OF ENGINEERING, HYDERABAD** has performed Internship on “**Electrical Machines, Converters and Propulsion control systems**” at Electric Loco Shed, Lallaguda, South Central Railway, Secunderabad from 09-07-2024 to 23-07-2024.

  
Project Guide  
**J. RADHA KISHAN RAO**  
SSE/E2/ELS/LGD

  
**G. ASHOK**  
Sr. Divl. Elec. Engr.  
for S.D. ELS/LGD  
S.C. Rly, Secunderabad



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## Internship Offer Letter

Ref: TCSL/AIP 2023-24/Project/CT20234200104

Date: 16-Feb-2024

Thota Devendra Sai Kiran  
Vasavi College of Engineering  
saidevendra76@gmail.com

Dear Thota Devendra Sai Kiran ,

### Sub: Internship Offer

We are pleased to offer you internship in Tata Consultancy Services (TCS) with the following terms and conditions:

1. The tentative start date is 19-Feb-2024 and end date is 31-May-2024. These dates can be changed in discussion with the Project Guide
2. You will be assigned a Project Guide under whose supervision you will work on the project assigned to you.
3. You shall complete your project in accordance with the requirements and guidance of the TCS Project Guide, and maintain qualitative standards as required. You will maintain the discipline, dignity, honor and goodwill of TCS.
4. The arrangement is not that of an employer and an employee and as such you shall not be eligible to any allowances or other benefits as may be available to the employees of TCS.
5. You will observe the rules & regulations and discipline of TCS, and also maintain complete confidentiality and secrecy of the matters pertaining to TCS and/or any data that has been provided to you in the course of your project work. The detailed terms of Confidentiality, Data and Intellectual Property Protection are enclosed as Annexure A. You will be permitted to attend any classes in the college / university at the discretion of the Project Guide if so called for during the period of your project assignment.
6. On completion of your internship you will be required to submit a copy of your project report, which will be the sole property of TCS.
7. You shall not undertake any internship in parallel with this internship
8. In the event of any misconduct or breach of terms of this internship on the part of the Intern during the internship period, TCS reserves the right to terminate internship without any notice.
9. This offer of Internship will be governed as per the Laws of India.

### TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane (West) 400 601 India

Tel +91 22 6778 2000/2222 Fax +91 40 6778 2190 website: www.tcs.com

Registered Office Nirmal Building, 9<sup>th</sup> Floor, Nariman Point, Mumbai 400 021



To,  
G. Krishna Sameer,  
Vasavi College of Engineering, Hyderabad  
Telangana, India.

Date: 13-Feb-2024

Dear Krishna Sameer,

I am pleased to offer you a research internship position under my guidance at the University of Hyderabad within the School of Computer and Information Sciences. The internship is scheduled to begin on 13-02-2024 and conclude on 28-05-2024 (16 weeks)

During your internship, you will work on Advanced Machine Learning concepts like Explainable AI and Causal AI for different applications. This opportunity will provide you with valuable hands-on experience and shall contribute to our ongoing research initiatives.

Should you have any questions, please feel free to contact me at [udgata@uohyd.ac.in](mailto:udgata@uohyd.ac.in) I look forward to your contribution to our research efforts.

Best Regards,  
*Udgate*

UST-LOI-0920

02-11-2023

Karnati Sai Venkat

Vasavi College of Engineering

Sub: Letter of Intent

Dear Karnati Sai Venkat,

With reference to the interview and the subsequent discussions we had with you, we are happy to inform you that you have successfully completed our selection process and we are pleased to offer a Letter of Intent for a career with ('UST').

This offer is subject to the following and any other conditions:

1. You should complete the course which you are now pursuing, without any backlog at the time of joining.
2. Shall secure 60% aggregate in your current degree course from the first to last semester.
3. Shall provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters prior to the date of joining.

If you accept this offer and join our services, you will be designated as **Developer I - Software Engineering**.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by the Employment Agreement, Employee Non-disclosure, Non-solicitation and Non-Competition Agreement and other agreements when you join the employment of the Company.

The Overall compensation offered to you is Rs 4,25,000/- (Rupees Four Lakh Twenty-Five Thousand) per annum, which will include an Annual Variable Pay of up to a maximum of Rs 21250/- (Rupees Twenty-One Thousand Two Hundred and Fifty) per annum subject to the policy of US technology in this regard.

This offer with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology.

This Offer is subject to successful completion of any Pre-Onboarding training requirement assigned to you.

On successful completion of all the above and any other conditions, you will be issued with a detailed offer letter containing the terms and conditions of employment and your joining date, based on the positions open at that time, which will be binding on you.

Ref No: UTS/Offer Letter/June-23/12

Date: 15-June-2023

**Offer Letter**

To,  
Mr. M.Ram Teja,  
Vasavi College of Engineering, Hyderabad  
Telangana, India.

Dear **M.Ram Teja**,

We are pleased to offer you Six Months Internship as **Embedded Software Intern** at **Unistring Tech Solutions** with a start date of **19-June-2023**.

The details of this offer are enclosed herewith. Please get back to us for any further queries. The details of this offer are private and confidential between you and the Company. You can discuss the same only with the undersigned person.

We are offering a monthly stipend of Rs.15,000. Your working hours will be from 9.00 AM to 6.30 PM, Monday to Saturday. 50% of the first month and second month stipend will be paid after successful completion of internship. From, third month onwards full internship will be paid.

Your First spell of internship will start from 19-June-2023 to 18-August-2023 for 2 Months and second spell of internship will start from 22-January-2024 for remaining 4 Months.

Please sign the enclosed copy of this letter and return it to me by **17-June-2023** to indicate your acceptance of this offer.

We are confident you will be able to make a significant contribution to the success of our Unistring Tech Solutions and look forward to working with you.

**Registered office :**  
Plot No:2 & 3, Sy. No. 6, Rank One Ektha Towers  
2nd Floor, Kondapur, Hyderabad,  
Telangana; INDIA -500084.

**Development Center:**  
D.No: 2-91/77/2/ST/11,Signature Towers (11th Floor),  
Opp. Botanical Garden Rd, Venkat Enclave, Whitefields,  
Kondapur, Hyderabad, Telangana, INDIA - 500084.

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**Unistring Tech Solutions Pvt. Ltd.**  
GSTIN: 36AABCU8691B1Z7  
CIN: U72200TG2007PTC052628

Ref No: UTS/Offer Letter/Oct-23

Date: 10-Oct-2023

### Offer Letter

To,  
Mr. Rishwanth Vallala,  
Vasavi College of Engineering, Hyderabad  
Telangana-India.

Dear **Rishwanth Vallala**,

We are pleased to offer you a **two-month internship** as **Embedded Software Intern** at **Unistring Tech Solutions**.

The details of this offer are enclosed herewith. Please get back to us for any further queries. The details of this offer are private and confidential between you and the Company. You can discuss the same only with the undersigned person.

We are offering a consolidated stipend of **Rs. 40,000** and it will be released stagewise as mentioned in annexure 1. Your nature of work will be in virtual mode. Your internship duration is 2months, however an additional one month will be given to complete pending works if any.

Please sign the enclosed copy of this letter and return it to me by **11-Oct-2023** to indicate your acceptance of this offer. You are informed to report to the duties on **16-Oct-2023**. All the required documentation formalities (refer annexure-2) need to be completed on or before **14-Oct-2023**. If you fail to complete the required documentation formalities by the specified date or fail to report to your duties as scheduled, this offer will be invalid.

We are confident you will be able to make a significant contribution to the success of our **Unistring Tech Solutions** and look forward to working with you.

**Registered office :**

Plot No:2 & 3, Sy. No. 6, Rank One Ektha Towers  
2nd Floor, Kondapur, Hyderabad,  
Telangana, INDIA -500084.

**Development Center:**

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11 September 2023

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Yagnan Nimma  
C/O: Nimma Kista Reddy 1-54 Rampoo  
Cherial Mandal, Rampoor Narasaipalle Narsaipalli Siddipet  
Telangana - 506223

**Sub: Internship and Pre- Placement Offer –Verisk Analytics**

Dear Yagnan,

We are pleased to let you know that you have been selected to be a part of Verisk Analytics. This is further to our interviews and subsequent discussions; we are extending an internship position as well as a pre-placement offer.

You will be joining Verisk Analytics India Pvt. Ltd. as an **Intern, QA** effective **03 January 2024**. Unless extended by mutual consent, this internship agreement shall end on **02 July 2024**.

Upon successful evaluation of your performance during the internship and successful completion of your education (without any backlogs), you will be inducted as a full-time employee effective **03 July 2024**. As a full-time employee, you will be a part of the **QA** group at mutually agreed terms and conditions.

This offer shall be under **Service Agreement for Two Years** from the date of commencement of your fulltime employment. The agreement also states that if an employee decides to leave the organization during the internship period or before the service agreement period, employee needs to pay back to the organization an amount of **One Lakh Rupees**.

Following shall be the terms of your Internship and Fulltime employee status.

**1. As an intern the following terms and conditions would apply.**

- a. For the services you render to the company, you will be paid a stipend of **INR 30,000/- per month (Rupees Thirty Thousand only)**.
- b. No other expenses apart from above shall be paid/reimbursed during your internship tenure. However, you will be entitled to **medical, accident, life insurance benefits and other benefits** as provided by the organization.
- c. You will be eligible for **one day** leave every month during this internship period. However, the approval of the same vests with your reporting manager during this tenure.
- d. Also, it is agreed between you and the Company that this internship arrangement is not and can in no sense be deemed and/or construed to be an employment with the Company.

**2. As a Fulltime Employee the following terms and conditions would apply.**

- a. During the first six months of your full-time employment, you will be on probation period. After successful completion of the probation period, your services shall be confirmed. However, at the sole discretion of the management, your probation period may be extended in case of any performance issues.
- b. As a full-time employee, you will receive additional perks, including increased compensation, various leave options, and employer contributions to provident fund and gratuity, all of which are comprehensively explained in the Employee Handbook.
- c. For the services you render to the company as a full-time employee your compensation will be as stated in Annexure A and in Annexure B.

**3. The duties and responsibilities entrusted to you have been fully set out by your Manager/Lead and this may be subjected to change from time to time according to the business exigencies.**

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**VISA**

09 August 2024

To Whom It May Concern,

**Re: Laxmi Phani Meghana Pucha**

This is to certify that Laxmi Phani Meghana Pucha (Employee Number: 535913), was employed with Visa Inc. or its affiliates globally from 5/21/2024 to 7/26/2024. Employee's last held position was Intern with Visa Consolidated Support Services India Pvt. Ltd., Bangalore.

Yours faithfully,



Benjamin Camp  
Senior Director, Visa People

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Visa Consolidated Support Services India Private Limited  
C-70, 1702 A Wing, The Capital, G Block, Bandra Kurla Complex,  
Mumbai 400051  
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CIN: U32109MH1999PTC207960  
[www.visa.co.in](http://www.visa.co.in)

**SEZ Unit:**

WTC, 5th Floor, Aquamarine,  
KR Puram - Marathahalli ORR  
Bangalore: 560 048  
Office: 080 6750800 | Fax 080 67508010



12/14/2023

Laxmi Phani Meghana Pucha  
Vasavi College of Engineering, Hyderabad

Dear Laxmi Phani Meghana,

**RE: INTERNSHIP AT VISA**

Pursuant to discussions with Vasavi College of Engineering, Hyderabad and you, we at Visa Consolidated Support Services (India) Private Limited – Tech Unit (“Visa”) are pleased to offer you an internship opportunity with the Company commencing from 05/07/2024. Your internship at Visa shall be in accordance with the terms and conditions set forth under this letter and in accordance with the Company policies applicable to you. The specific terms and conditions of your internship are set out below.

- 1. Internship Period**

The term of internship shall be for a minimum duration of 10 weeks starting from 05/07/2024, unless terminated earlier in accordance with the provisions of this letter (“**Internship Period**”). Notwithstanding the above, the Internship Period may be reduced or extended or otherwise modified at the sole discretion of the Company, without assigning any reason whatsoever. During the Internship Period, your training requirements shall be monitored by Niroop Reddy.
- 2. Background Check**

Your internship with Visa shall be subject to the Company obtaining satisfactory results (in the opinion of the Company) of background and reference checks, which may be conducted either before or during the Internship Period. In the event that any information or document provided by you to the Company is found to be false or inaccurate, or if you have misrepresented any information that the Company has relied on with respect to your internship, the Company reserves the right to terminate your internship with immediate effect, without any obligation to provide any notice or payment.
- 3. Place of Internship**

Your primary location of internship shall be Bangalore, India.
- 4. Training**

The assignments required to be completed by you as part of your training shall be communicated to you from time to time.

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- 5. Monthly Intern Allowance/ Stipend** You will receive an all-inclusive stipend of INR 90,000.00 per month, which could be subject to applicable tax deductions, withheld as required under applicable law, if any. You should acknowledge and understand that the stipend will be paid monthly for your convenience, and that such payment of stipend shall not be construed as salary nor creating an employer-employee relationship between the Company and you.
- 6. Relationship with the Company** You agree and understand that your relationship with the Company shall not be construed as an employer- employee relationship and you shall not be entitled to any employee benefits, statutory or otherwise, including but not limited to bonus, provident fund, insurance, medical reimbursement, communication expenses, leave travel expenses, etc. You also agree and understand that the purpose of internship is only to facilitate your learning and education. You further understand and acknowledge that nothing contained in this letter shall be construed as a guaranteed employment opportunity with the Company post your internship or at any later point in time.
- 7. Internship Schedule** You will be required to devote such amount of time towards the internship as may be specified to you from time to time. Unless otherwise communicated to you, you will need to be in office between 9:00 AM and 6:00 PM, from Monday to Friday.
- 8. Holiday Schedule** You will be entitled to public holidays as scheduled for the Bangalore office of the Company.
- 9. Annual Leave** You will not be entitled to any paid annual leave. Should you be unable to attend office on a day/days, due to personal or medical reasons, you will be required to inform Niroop Reddy of the same. Deductions from the stipend amount payable to you on account of your absence shall be at the discretion of the Company.
- 10. Taxes** You will be responsible for payment of your tax and filing of appropriate returns, in accordance with applicable law.
- 11. Conduct &** During the Internship Period, you undertake to diligently perform

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**Discipline** all tasks as may be assigned to you from time to time as part of your training.

During the Internship Period, you shall not be allowed to be employed or engage in any activity in any other organisation on a permanent, temporary or part time basis or offer any kind of services with or without consideration to any physical person, legal entity or public authority or be occupied in your own business, without the prior written consent of the Company. During the Internship Period, you undertake that you will not enter into any contract, agreement or arrangement with any person or entity that binds the Company or creates any liability or obligation upon the Company. You must not enter into any pecuniary obligation, which would render you financially embarrassed. You shall also not communicate with the media or with journalists in relation to the Company or its affairs and/or make any false, defamatory or disparaging statements about the Company, its employees, officers, directors etc. or disclose any Confidential Information about the same.

**12. Company Regulations**

During the Internship Period, you must observe and comply with all of rules, regulations, directives and policies of the Company or of such other company where you may be sent for the purpose of your internship. Visa will have the right to alter and amend its rules and regulations as well as any of the terms of your internship.

In addition to the general policies that would apply, you will be bound by the Visa Code of Business Conduct and Ethics, which may be amended and replaced from time to time. You will be bound by any amendments to it as soon such amendments are implemented.

**13. Termination**

The Company may, without any prior notice or payment in lieu thereof, terminate the internship arrangement, with immediate effect, in case it is not satisfied with your performance or upon breach of any terms contained herein or in case of an act of misconduct (as per Company policies). Notwithstanding anything contained herein, the Company shall have the right to discontinue

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the internship arrangement for any reason whatsoever, during the Internship Period without serving you any notice, intimation and/or assigning any reason whatsoever. The arrangement shall otherwise automatically expire upon completion of the Internship Period. In case of an earlier termination on account of unsatisfactory performance or an act of misconduct, you shall not be entitled to any stipend for the duration of internship completed at Visa.

Upon completion of your internship or upon earlier termination by Visa, you shall deliver to Visa any and all of the Company's property including but not limited to drawings, notebooks, manuals, documents, computerization of technical data, customer lists, specifications, files, memoranda, or other records of any nature belonging to Visa or any reproduction thereof which may have been provided to you during the course of your internship with Visa. You recognize and agree that the Company shall be entitled to recover from you and you shall be bound and liable to make good to the Company any loss suffered by the Company on account of any misuse of the Company's property by you and/or any damage occasioned to the Company's property whilst in the custody of or entrusted to you during the course of your internship. You further undertake not to cause any action or deed, which might in any way affect Visa's reputation or good standing, or those of its products or services.

#### 14. Confidentiality

As an intern with Visa, you have and will have access to a wide range of confidential information that is valuable and proprietary to Visa, its members, affiliates, consultants, licensees, customers, partners and vendors (collectively, the "**Related Parties**"). "**Confidential Information**" includes any information that is known to Visa and not generally known by or available to third parties other than Related Parties. Examples of Confidential Information include inventions, trade secrets, unpublished original works of authorship, technical data, knowledge or know-how, marketing information, business strategy, promotional plans, company financial information, customer lists, account information, and information regarding the business or finances of Related Parties and/or cardholders.

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You must not, during or post your Internship Period, use the Confidential Information for any purpose whatsoever other than for the performance of your responsibilities as designated to you by Niroop Reddy. You must not disclose or cause or allow to be disclosed Confidential Information to any unauthorized third party.

You must take reasonable precautions to prevent unauthorized disclosure of Confidential Information. If Visa authorizes you to disclose Confidential Information to a third party, you must do so only after ensuring that the third party is bound by appropriate non-disclosure obligations. Your unauthorized disclosure of Confidential Information could lead to termination of your internship with Visa, as well as other legal action.

You agree to keep confidential all information disclosed in confidence by a third party to Visa which you may become aware of in the course of your internship, and use such information only for the purpose of carrying out the tasks based on Visa's agreement with that third party and as is specifically assigned to you. You must not use on behalf of Visa, disclose to Visa, or induce Visa to use any information belonging to any of the organizations that you may have been previously associated with. You confirm that Visa has not asked or encouraged you to disclose information belonging to any such party.

Upon the end of your internship with Visa, or upon Visa's earlier request, you must deliver to Visa all Confidential Information and all Visa property that you may have in your possession or control, including any and all copies thereof. "**Visa Property**" includes, but is not limited to, computers, equipment and other devices, records, files, notes, reports, memoranda, proposals, lists, correspondence, specifications, drawings, and other documents or tangible property, originals or copies.

## 15. Intellectual Property

You recognize that during your internship with Visa you may, solely or jointly with others, create, conceive, develop, or reduce to practice inventions, trade secrets, original works of authorship, discoveries, concepts, ideas, improvements, processes, know-how, methods, formulas, designs, trademarks, service marks,

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trade dress, domain names, and/or other ideas, matters or things that are protectable under principles of law applicable to intellectual property (for example, laws protecting copyrights, patents, trademarks, trade names, trade secrets, designs etc). All such creations and developments are referred to collectively as **"Intellectual Property."**

You acknowledge and agree that the Intellectual Property as well as any portion thereof developed by you during your Internship Period shall be the sole property of the Company from the date of creation thereof. You hereby irrevocably, absolutely and perpetually assign all your worldwide rights, title, and interest in and to all Intellectual Property to Visa free from encumbrances of any kind for the full term of each and every such right, including renewal or extension of any such term. The intellectual property rights to any Intellectual Property shall not be deemed to have been lapsed if the Company does not exercise the rights for any period and you agree to waive your rights under Section 19(4) of the Indian Copyright Act, 1957 and any other similar law on Intellectual Property, which cannot (as a matter of law) be assigned to the Company, then (a) you unconditionally and irrevocably waives the enforcement of such rights and all claims and causes of action of any kind against the Company with respect to such rights, and (b) to the extent that such a waiver cannot be made under law, you hereby irrevocably, absolutely and perpetually agree to assign to Company or its designees, all of the your rights, title and interest including intellectual property rights therein or any part thereof.

### **Non-Assigned Inventions**

You understand and Visa acknowledges that you have not assigned, and are not obligated to assign, to Visa anything you create (an **"Invention"**) that meets all of the following criteria: (1) the Invention was developed entirely on your own time; (2) none of Visa's equipment, supplies, facilities, and/or trade secrets were used to develop the Invention; (3) at the time the Invention was conceived or was reduced to practice, the Invention did not relate to Visa's business or to Visa's actual or demonstrably anticipated

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research or development; and (4) the Invention did not result from any task/assignment that you performed for Visa. (Inventions meeting all the above criteria are referred to collectively as “**Non-Assigned Inventions**”).

You must complete, and at the request of Visa anytime during the course of your internship, update the attached Schedule A form identifying any and all Non-Assigned Inventions in which you have an ownership interest. If you leave **Schedule A** blank or do not return it to Visa, that means that you represent that you do not have any ownership interest in any Non-Assigned Inventions.

You agree that if during the Internship Period you incorporate any Non-Assigned Invention into any Intellectual Property, you grant Visa an irrevocable, perpetual, non-exclusive, worldwide license to use, make, sell, offer to sell, practice, distribute, copy, display, publicly perform, adapt, sub-license, and otherwise exploit the Non-Assigned Invention and any patent or copyright that may be obtained for the Non-Assigned Invention as part of or in connection with any Intellectual Property.

You understand that Visa agrees not to disclose, without your consent, any confidential information that you provide to Visa relating to any Non-Assigned Invention.

#### **Internet Domain Names**

You have listed on **Schedule A** each Internet domain name that is registered in your name, or in the name of any person or entity that you own or control, as of the date of this agreement. You agree that you will not, during the Internship Period with Visa, register in your own name, or participate in the registration in the name of any person or entity that you own or control, any domain name that: (1) consists, in whole or in part, of any trade name, trademark, service mark or product name owned or used by Visa or Related Party, or (2) is likely to be confusingly similar to any such name or mark, or (3) contains the name of any director or officer of Visa or any Related Party.

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### Assistance In Protecting Intellectual Property

You agree to assist Visa and any of its designees to obtain, secure, maintain, register, perfect, extend, defend, enforce and otherwise protect Visa's or Visa affiliates' rights in all its Intellectual Property in any and all countries. Such assistance will include, as requested and for example, disclosing to Visa all information you have about its Intellectual Property; executing applications, specifications, oaths, assignments and all other instruments that Visa deems necessary in order to protect such rights and/or in order to assign and convey to Visa, its successors, assigns and nominees the sole and exclusive right, title and interest in and to such Intellectual Property; and maintaining inventor notebooks and otherwise keeping complete and accurate records for the benefit of Visa for all Intellectual Property that you create, conceive, develop, discover or reduce to practice, solely or in collaboration with others, during the Internship Period. Your obligation to assist Visa in these ways will continue even after your internship ends with Visa, in which case, you understand that you may be compensated at Visa's discretion at a reasonable rate for time spent on such assistance.

If Visa is unable, because of your unavailability, mental or physical incapacity, or for any other reason, to secure your signature to apply for or to pursue any application or assignment for any patent, copyright, trademark or domain name registration anywhere in the world covering any of the Intellectual Property that you assigned to Visa above, then you hereby irrevocably designate and appoint Visa and its duly authorized officers and agents as your agent and attorney-in-fact, to act on your behalf to execute and file any such application or assignment and to do all other lawfully permitted acts to further the registration, issuance or assignment of patents, copyrights, trademarks and domain names with the same legal force and effect as if executed by you.

### 16. Data Use

You acknowledge and agree that you have been provided with the Company's Employee Personal Information Protection Notice, attached hereto as Schedule B, and that you consent to collection, transfer, use, and disclosure of our personal data as it

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**17. Conflicting Obligations**

describes.

You represent that you are not a party to any written or oral employment agreement, non-competition agreement, or other contract that: (1) prohibits your internship with Visa; (2) conflicts with any part of this agreement or precludes you from complying with any part of this agreement; (3) conflicts with your obligations to use your best efforts to promote Visa's interests, or; (4) conflicts with the business conducted and/or proposed to be conducted by Visa.

You agree not to enter into any agreement, written or oral, with anyone that conflicts with any part of this agreement. You agree to indemnify, defend, and hold Visa harmless from and against any and all claims, liabilities, damages and expenses, including reasonable attorneys' fees and costs of suit, arising out of your breach of any obligations under this agreement.

During the Internship Period and for a period of 18 months following cessation/termination of internship, you shall not, directly or indirectly, solicit and/or attempt to solicit any employee, client or customer of Visa.

**18. Governing Laws**

This Agreement will be governed by and construed in accordance with the laws of India.

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We look forward to a very fruitful and engaging association with you.

To accept this offer, please sign and date this letter in the space provided below within 2 days of this letter, failing which this offer will lapse.

I look forward to you joining the team.

Sincerely,

Pawan Setty

Vice President, Global Human Resources

I, Laxmi Phani Meghana Pucha, acknowledge and agree with the above terms and conditions of my employment with Visa Consolidated Support Services (I) Pvt Ltd.

Accepted: DocuSigned by:  
Meghana  
Laxmi Phani Meghana Pucha

Date: January 4, 2024

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# INTERNSHIP LETTER

Dear ANDAM-KATHIE from VASAVI COLLEGE of College University

Congratulations on being selected as a Counsellor for the **Her VOICE Program (OR) Boys 4 Change** for the month of JANUARY Year 2024. This internship will include training sessions, outstation camps, and debrief sessions. At the end of this internship, you would have grown into a better leader who is able to effectively communicate, manage a group and inspire others.

Established in the year 2011, VOICE 4 Girls is a non-profit organization that works with marginalized adolescent girls in India to re-imagine their identities, capabilities, and futures. Through activity-based camps, the organization's mission is carried out through residential and day camps where adolescents are introduced to critical knowledge (such as Health, Safety, Rights, & Future planning) and life skills.

## PROGRAM OUTLINE

<b>Title</b>	<b>Camp Counsellor</b>
<b>Role</b>	Mentor marginalized adolescents in teaching them about Health, Safety, Rights, Future planning, and life skills through activity-based camps
<b>Camp Location</b>	(WILL BE TOLD IN TRAINING)
<b>Camp Type</b>	Residential
<b>Internship duration</b>	18 days (5 days of training, 2 days of travel, 10 days of camp, 1 day of debriefing.)
<b>Start dates</b>	
<b>End Date</b>	
<b>Debrief session</b>	(WILL BE TOLD DURING CAMP)

Please Note: The camp location and travel plan will be shared with the intern on the last day of training after assessing the performance. Interns should be flexible to take any mode of public transport along with the other camp staff to travel to the camp location.

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**wayfair**

Wayfair Global Technology Private Limited

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10 January 2024

**Singari Tejaswi**

Email : [tejasingari02@gmail.com](mailto:tejasingari02@gmail.com)

Phone : 7032519104

**CONFIDENTIAL**

**SUB: Internship Letter**

Dear **Singari Tejaswi**,

We are pleased to confirm your request for an internship with the Company. Your internship will be for a period of 6 months starting from **16th Jan 2024** to **20th June 2024** ("**Term**"), at the Company's Bengaluru office, subject to the terms contained below:

1. **Rules:** You will be expected to conform to the Company's policies and code of conduct, during the term of your internship. These will be provided to you on your joining date.
2. **Stipend:** You shall be entitled to a stipend of **INR 75,000** per month subject to your compliance with the terms of this letter. The stipend shall also be payable subject to you submitting detailed records of the work undertaken and the work product, to your assigned supervisor. If any statutory deductions or taxes become applicable, your stipend shall be subject to the same.
3. **Leave:** You will be entitled to 6 days of paid sick leaves, for the duration of the internship. You will also be entitled to the declared public holidays as notified by the Company. However, do note that leave entitlement and policies are subject to change at the discretion of the Company. In the event of absence for other reason or in excess of the said number of days, your stipend will be deducted on a pro rata basis.
4. **Timings:** Your internship hours will be from 9 am to 6 pm from Monday to Friday. You shall not be required to work overtime or over weekends or public holidays.
5. **Confidentiality:**
  - (a) You may during the course of your internship become aware of, or otherwise obtain confidential information. You undertake to keep strictly confidential and not disclose at any time during your internship or thereafter any confidential and non-public information, data or knowledge relating to the Company or a third party in business relation with the Company to any other third party or non-authorized employees.

Block I, Embassy Tech Village, Devarabisanahalli,  
Outer Ring Road, Bellandur Bengaluru, KA, 560103, India

Corporate Identity  
Number:U72900KA2022FTC168745  
PAN: AADCW4248C  
TAN: BLRW04176E  
Directors: Andrew Thomas Oliver, Kate Sarah  
Gulliver, Rohit Kaila



Wayfair Global Technology Private Limited

- (b) If any business document is given by the Company or a third party to you, for custody, as part of your training or otherwise, it shall be considered property of the Company. You are not allowed to copy, transcript or reproduce these documents in any form for personal reasons or to pass on to a third party. You are obliged to return all such documents to the Company on request, at the latest on the last day of your internship, including all copies. The aforementioned provision shall also apply to any other object, data medium, software or material, given during the internship and you shall have no right of retention. On request you shall give a written statement on the fulfillment of the return obligation.
- (c) You should be aware that you shall be liable for damages if you violate the aforementioned obligations.
- (d) It is reiterated that the obligation to maintain secrecy shall continue to apply even after the internship.

6. Intellectual Property Rights:

- (a) **"IP Rights"** or **"Intellectual Property"** shall mean all rights in and in relation to all intellectual property rights subsisting in the products, software, etc., developed, being developed or proposed to be developed by you, including all patents, patent applications, moral rights, trademarks, trade names, service marks, service names, brand names, internet domain names and subdomains, inventions, processes, formulae, copyrights, business and product names, logos, slogans, trade secrets, industrial models, formulations, processes, designs, database rights, methodologies, computer programs (including all source codes), technical information, manufacturing, engineering and technical drawings, know-how, all pending applications for and registrations of patents, entity models, trademarks, service marks, copyrights, designs and internet domain names and subdomains and all other intellectual property or similar proprietary rights of whatever nature situated in any country and the benefit of any of the foregoing (in each case, whether registered or not, whether now or hereinafter existing and including applications for the grant or registration of any of the foregoing or rights to apply for grant or registration of any of the foregoing in any part of the world).
- (b) If at any time during your internship, you make, discover, or participate in the making or discovery of, any invention or improvement upon, or addition to, any invention, secret process, design, appliance or method of operation in the context of the business of the Company, it shall be the property of the Company and, you shall provide the Company with such information and execute such documentation in the favour of the Company as may be required for obtaining patent or similar protection for that invention, improvement or addition where applicable, to formally assign to the Company any of these Intellectual Property Rights (including any future rights) on a worldwide basis.

7. Conflict of Interest: You hereby confirm that you have disclosed, fully to the Company, all information and interests that are likely to be in conflict with the business(es) or activities of the Company. You agree to disclose, fully to the Company, any such interest or circumstances that may arise during your internship immediately upon such interest or circumstances arriving. Upon the completion of the

Block L, Embassy Tech Village, Devarabisanahalli,  
Outer Ring Road, Bellandur Bengaluru, KA, 560103, India

Corporate Identity  
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TAN: BLRW04176E  
Directors: Andrew Thomas Oliver, Kate Sarah  
Gulliver, Rohit Kaila



Wayfair Global Technology Private Limited

internship as per terms of this letter, you shall forthwith return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property or Confidential Information of the Company in your possession.

8. No Disparagement: You shall not, at any time during your internship and thereafter, make statements or representations, or otherwise communicate, directly or indirectly, in writing, orally, or otherwise, or take any action which may, directly or indirectly, disparage the Company, any of its customers or any of its affiliates or their respective officers, directors, employees, advisors, agents and consultants.
9. As this internship program is a coveted learning platform, if you do not propose to join it shall be your obligation to inform the Company immediately. Further, if you propose to terminate or cancel the internship, you will be required to provide the Company with a 30 days' prior notice.
10. The Company reserves the right to terminate, cancel or suspend the internship program for one or more departments or for one or more interns, at any time, at its sole discretion and without any prior notice. In case such an event affects you, you shall be paid the stipend for the duration that you have interned and subject to the terms contained herein. Provided that in the event of your indulgence in any act or activity which amounts to misconduct or disrepute to the Company, breach of this letter or non-compliance of the applicable laws, your internship may be terminated with immediate effect, with/without the payment of the stipend.
11. You are required to submit the softcopy of following documents at the time of joining:
  - (a) Passport size colour photograph;
  - (b) PAN Card and Aadhar for address proof;
  - (c) a permission letter from your college for the 6-month onsite internship with the Company.

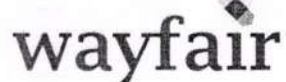
You understand and acknowledge that this is not an employment offer and successfully completing the internship program does not automatically entitle you to employment with the Company.

You are advised to go through the contents of this offer letter carefully. On your joining date you will be required to provide a signed copy of the acceptance of this offer letter. Notwithstanding the same, you will be deemed to have accepted the terms of this letter once you start with the internship.

We sincerely wish you a rich and rewarding learning experience at Wayfair.

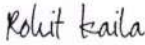
Block L, Embassy Tech Village, Devarabisanahalli,  
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TAN: BLRW04176E  
Directors: Andrew Thomas Oliver, Kate Sarah  
Gulliver, Rohit Kaila



Wayfair Global Technology Private Limited

With warm regards,  
For Wayfair Global Technology Private Limited

DocuSigned by:  
  
A73FCB444B9445F

Name: Rohit Kaila  
Designation: Head of Technology and Site Lead

### ACCEPTANCE

I hereby provide my unconditional acceptance of the terms of the internship offered by Wayfair Global Technology Private Limited pursuant to the letter dated 1/10/2024.

Signed:

DocuSigned by:  
  
1C17DDEE9C50483

Name: Singari Tejaswi

Location: Bangalore

Date: 1/10/2024

Ref: WITPL23CE021

Date: 27-Dec-2023

101,102

Private & Confidential

Sub: INTERNSHIP Offer & Approval Letter from Wolong India Technology Pvt. Ltd

Dear Polu Lahari,

Welcome to Wolong India Technology Pvt. Ltd!  
Wolong Electric Group Co., Ltd., has acquired the General Electric (GE) India, GE's Smart Industrial Motor (SIM) division Effective as of June 30, 2018. GE's SIM has officially been merged with Wolong Electric Group Co., Ltd. to form Wolong India Technology Private Limited (WITPL). The current primary objective of the company is to support GE's global business. Wherever and expand the R&D support to rest of the Wolong Electric Group Co., Ltd. design & IT support for the SIM

We are pleased to offer you as Intern with Monthly Stipend of ₹ 12,000 and a yearly educational benefits. You will be placed at Hyderabad, Telangana, India. Your date of joining for the internship is 16-Jan-2024. Your primary supervisor is Mr. Prashanth, BR your reporting manager is Mr. Prashanth, BR

Please acknowledge by signing and returning the copy of this offer letter by 02-Jan-2024. We once again welcome you to work with Wolong family and look forward to the new projects and exciting opportunities during internship.

Please refer

- 1. Annexure A for Stipend break-up and other benefits
- 2. Annexure B for Terms of Internship
- 3. Annexure C for Intern Innovation and proprietary information agreement

Thanking you,



RVBS Murty  
Director  
Wolong India Technology Pvt. Ltd

## Internship Offer Letter

01/04/2024

Zelis Healthcare India Private Limited  
Galaxy Wing A, Plot No 1, 19th floor, Part of Sy No 83/1,  
Hyderabad Knowledge City, TSIC, Raidurg, Panmaktha village,  
Serilingampally Mandal, Ranga Reddy District, Madhapur,  
Shaikpet, Hyderabad - 500081, Telanga.

Praneeth Konduru  
Hyderabad.

Dear Praneeth,

Zelis Healthcare India Private Limited (the "Company") is pleased to offer you an **Internship** Position on the terms and conditions set out in this letter (this "Agreement").

### Commencement and Term

Your engagement into Internship position with the Company will start on 17/01/2024, and will continue, subject to the rights of termination set out in this letter, for a period of six months (the "Term"). The start of your internship is subject to the conditions set out below.

### Working Arrangements

During the Term, you will perform the activities associated with your internship on a full-time basis. The purpose of this internship program is to provide you with relevant guidance and further equip you with experience that will be helpful in your future career. In furtherance of this, you are required to report to designated Manager and be supervised by the person in that position, or such other position determined by the Company. The person supervising you will guide you and review your assignment to ensure that the Internship is an enriching experience for you.

You will be based at the Company's premises in Hyderabad, Telangana. Any change to your location of work shall not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of your Internship.

The Company may make the changes described in commencement, working arrangements from time to time at its sole discretion.

### Duties

You will perform the duties that the Company may assign to you from time to time. The Company may assign you to perform work for another Group Company from time to time. Depending on the nature of your role, the Company may require you to travel (locally) from time to time. Without limiting your obligations to the Company, during your Internship you must serve the Company (or, where applicable, any Group Company) faithfully and diligently to the best of your ability and perform to the best of your abilities and knowledge the duties the Company (or, where applicable, any Group Company) assigns to you from time to time.

You agree that the Company may, without the need to terminate your appointment and in its sole discretion, modify or remove your assigned activities from time to time without additional compensation to you, in accordance with your performance or the Company's needs. You understand that any such change shall not be deemed to violate the terms of this Agreement or constitute any basis for constructive or involuntary termination of your Internship. This is provided the Company believes you are reasonably able to perform such modified or remaining activities.

You will not have the right or the authority to make any representation, contract, or commitment for or on behalf of the Company except as may be authorized in writing by the Company. You will have no authority, implied or otherwise, to pledge the credit of the Company. In the event the Company is held liable for any damage, loss, claim, or action arising directly or indirectly from any action in violation of this clause, you must indemnify the Company to the maximum extent permissible under the laws for the time being in force in India.

#### Hours

Your normal hours of attendance are 45 hours per week inclusive of daily breaks (meal break) for up to an hour a day, worked during the Company's normal business hours. The Company's normal business hours are 11:00 AM - 08:00 PM, Monday to Friday.

From time to time, you may be required or need to work such additional hours as may be necessary for the proper performance of your duties. These additional hours can include hours outside normal business hours, or on weekends and public holidays. You are not entitled to any additional payment for such additional hours.

#### Stipend

The Company will pay you a fixed stipend of Rs. ₹21,000.00 Monthly only in accordance with its payroll practices from time to time, subject to tax withholding and all deductions required or authorized to be deducted by the Company. You will, however, not be entitled to any other allowances or benefits given to the regular employees of the Company.

The Company may, subject to any relevant legal requirements, deduct from your stipend any amounts that you owe to the Company, any other Group Company, or in relation to any benefit plan or arrangement provided or arranged by the Company.

The Internship conversion is subject to the evaluation of your Internship performance and manager feedback.

#### Holidays & Absence

##### Holidays

You are generally entitled to be absent, without deduction from your stipend, on the public holidays observed by the Company.

##### Notice of Absence

You must notify the Company immediately of every absence from work and its probable duration. Upon request by the Company, you must promptly provide the Company with reasons for the absence. Company policy may set out additional requirements in this regard. Your leave entitlement /categories can be viewed in company HRIS portal.

#### Termination

Employer may terminate the employment of the intern for reasons: 1) Breach of this Agreement, 2) Dishonesty, 3) Insubordination, and 4) Gross misconduct.

#### Notice Period:

(a) Your Internship may be annulled at any time for any reason:

- by you giving the Company 30 (Thirty) notice in writing or paying in lieu thereof, or
- by the Company giving you 30 (Thirty) days' notice or paying in lieu thereof.

(b) During any period of notice, the Company may, at its discretion:

- Limit or remove your access to the Company's (or any other Group Company's) premises, telecommunications networks (including email and intranet) and electronic systems and data.

(c) Nothing in this section prevents the Company from terminating your Internship without notice or payment in lieu of notice in the event of your misconduct (including, without limitation, inattention or negligence in the performance of your duties; repeated failure to comply with lawful directions of the Company and its officers; unethical business conduct; fraud, misappropriation or dishonesty in respect of Company's (or any other Group Company's) property; a material breach of this Agreement, the CIANCA (as defined below) or any Company or applicable Group Company policy which applies to you by virtue of your presence on the Company's premises, or conduct, actions or omissions inconsistent with the continuation of your Internship; breach of any statutory duty or for any act or omission adversely affecting the goodwill, reputation, credit, operations or business of the Company or any other Group Company; habitual unauthorized absence or unauthorized absence for a period exceeding 8 (eight) days; creation of an unsafe working environment, including intoxication or consumption of alcohol at work, disorderly conduct, harassment in any manner (including acts of sexual harassment as defined in *Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013*), retaliation against any employee or trainee who has complained about harassment, violence or threats of violence, or the use of obscene, offensive or threatening language or gestures, or any other behavior which undermines the safety and security of the company's (or any other Group Company's) premises or any employees, commission of any act or offence involving moral turpitude whereby your continued presence in the workplace may pose to be a cause of concern for other employees, trainees or the Company or any act not in conformity with discipline or good behavior or acceptance or offering of illegal gratification;) or in other appropriate circumstances as permitted by applicable law. Your Internship will terminate automatically at the end of its Term.

#### Confidentiality and Intellectual Property Agreement

You must execute the accompanying Confidential Information, Invention Assignment and Noncompetition Agreement (CIANCA), which is incorporated into this Agreement and forms part of the terms of your Internship. You agree that you will affirm your commitment to comply with the CIANCA, or execute a replacement for the CIANCA, each from time to time as the Company requires.

#### Loyalty

You must use all reasonable efforts to promote the interests of the Group Companies, act in the Group Companies' best interests and devote your time and attention during your working hours exclusively to the discharge of your

duties.

#### **Company Assets**

Assets are critical investment for the company, especially in production. As long as they are healthy and working away, every part of the organization can remain strong and productive. Every member of an organization can make an impact on equipment by using them effectively; employee should return all company assets if they are not in use. Executives invest, engineers design, managers plan, technicians care for and operators use. Because decision making and asset efficiency are so intertwined, interns must adhere to the guidelines mentioned in asset management policy.

#### **Occupational Health and Safety**

You must comply with all occupational health & safety standards and directions applicable to your workplace. You must cooperate with the Company to ensure the safety of any individuals who may be affected by your work. You must take reasonable care for your own health and safety, and for the health and safety of other individuals who may be affected by your acts or omissions, while in the workplace and while otherwise performing any duties or activities in connection with your Internship.

#### **Code of Conduct and Company Policies**

You must comply with the Company's Code of Conduct and other policies, as amended from time to time, that apply to you by virtue of your presence on the Company's premises.

You must comply with all the Group Companies' other policies and procedures that apply to you from time to time by virtue of your presence on the Company's premises.

#### **Data Protection**

You are expected to read and understand the Company's data protection policy which will be made available to you upon commencement of your Internship and comply with it when processing personal data during your Internship, including personal data relating to any employee, trainee, customer, client, supplier, or agent of the Company. You consent to the Company collecting, processing, and handling data, including personal and sensitive personal data as defined in the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011), relating to you for legal, personnel, administrative and management purposes and you agree to the Company making such information available to third parties on a need-to-know basis. You also consent to the transfer of such information to other Group Companies or to the Company's or other Group Company's business contacts within or outside India to further the Company's business interests.

#### **Tax Liability**

You will arrange to take care of your tax liabilities, i.e., income tax, or any other taxes may be applicable to the aforesaid stipend payments, and the Company will not be liable for the same. All stipend and other payments (if any) to you will be subject to tax withholding in accordance with applicable laws.

#### **Conditions on this Offer**

Your commencement of your Internship with the Company is conditional upon:

(a) where relevant, the obtaining of all required Immigration approvals from the relevant government authorities to enable you to live and to work with the Company in India.

(b) where required by law or by the Company, certification by the Company's appointed medical practitioner that you have passed with satisfactory results a pre-Internship medical check-up conducted by such medical practitioner and are fit for your Internship; and

(c) the Company's satisfaction with the results of a background check in relation to you. If you make any misrepresentations about your background, then this offer and your acceptance will be deemed to be null and void and, if your internship has already commenced, such misrepresentations will be grounds for your immediate termination of your Internship without notice or payment in lieu.

(d) the fact that you have not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding, disciplinary action, governmental or any other investigation pending or, to the best of your knowledge, threatened against you.

(e) the fact that you have not been the subject of any adverse court judgment which threatens your solvency or substantially compromises your financial security.

(f) On successful completion basis on your performance, it is mutual agreed that you will honor company offer for full time basis and does not accept any offer in the market.

If any of the conditions above are not satisfied, this Agreement will be null and void and you will not commence your Internship with the Company.

#### **Miscellaneous**

It is clarified and you agree that you are not an "employee" or a "workman" of the Company for the purposes of any employment statute and there is no assurance or guarantee that you will be employed by the Company upon completion of your Internship.

This Agreement is governed by the laws of India and the courts at Chennai, Tamil Nadu shall have exclusive jurisdiction over all disputes or claims between you and the Company in relation to your Internship and the terms set out in this Agreement.

This Agreement and the enclosed CIANCA constitute the entire agreement and understanding of the parties as to your Internship and, in relation to that subject matter, supersedes any prior understanding or agreement between the parties and any prior condition, warranty, indemnity or representation imposed, given or made by a party. Any offer letter or cover letter which accompanied or forwarded this Agreement is not a part of this Agreement.

This Agreement may only be altered in writing signed by each party. Waiver by the Company of a breach of any provision of this Agreement will not operate as a waiver of any other or subsequent breach.

Part or all any section of this Agreement that is illegal or unenforceable will be severed from this Agreement and the remaining provisions of this Agreement continue in force.

All notices or other communications under this Agreement shall be in writing and communicated to the other party either to his/her/its e-mail id or through facsimile or through registered post as per the details mentioned below:

To the Company, at: Zelis Healthcare India Private Limited, 19th Floor, A Wing, Aurobindo Galaxy, Knowledge City, Hyderabad, Telangana 500081.

**Hyderabad.**

Notwithstanding anything contained in this Agreement, in addition to any remedy available to the Company, whether provided herein or conferred by statute, civil law, common law, custom, trade, or usage, the Company shall be entitled to obtain an injunction against you from a civil court of competent jurisdiction.

The rights and obligations contained in this Agreement and the enclosed CIANCA which are meant to survive termination of your Internship shall survive the termination of your Internship with the Company.

This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

#### **Definitions**

In this Agreement:

(a) "Group Companies" refers to Zelis Healthcare India Private Limited, Inc. and its subsidiaries and affiliates that may be formed from time to time, including without limitation, the Company.

(b) "Group Company" refers to any of the individual Group Companies.

Signed by

Signature

Date

Venugopal Reddy Kandimalla  
SVP & General Manager, Operations Management

ZELIS HEALTHCARE INDIA PRIVATE LIMITED



## Internship Completion Letter

July 5, 2024

**Subject:** Internship Completion Letter

### TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Avinash Payyavula** bearing Code: **016078** has successfully completed an internship with Zelis Healthcare India Private Limited as an Intern in from January 17, 2024 to May 31, 2024.

During the internship, **Avinash Payyavula** worked on the .NET His performance was satisfactory, and he successfully completed the project. Throughout the internship period, he exhibited a strong drive for self-improvement and actively sought opportunities to acquire new skills.

We wish a continued success in his career at Zelis India.

A handwritten signature in black ink, appearing to read "A. S.", with a stylized flourish.

Yours Faithfully,

Abhinay Samson-HR Director

Zelis Healthcare India Private Limited

For queries and clarifications please Email: [peopleandcultureindia@zelis.com](mailto:peopleandcultureindia@zelis.com)