

V.S.R. Government Degree & P.G. College

NAAC Reaccredited with a CGPA of 3.01 score at 'A' Grade

(Affiliated to Krishna University)



Criterion 5- Student Support and Progression

Key Indicator- 5.2 Student Progression

5.2.1.1 Percentage of placement of outgoing students during the last five years

Placements- 2022-23



November 15, 2023

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Merugumala Mohan Nagendra Babu,

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Process Associate, in band 3 to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise – you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





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Dear Merugumala Mohan Nagendra Babu

We are pleased to offer you the position of Process Associate, in band 3 at IBM India Pvt Ltd(IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e December 1, 2023. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 8:45 am to the Main Lobby located at IBM India Pvt Ltd, Manyata Embassy Business Park, G2, 5th Floor, Rachenahalli, Nagawara Outer Ring road, Bangalore-560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:



- Relieving document from most recent employer – Relieving letter or Service Certificate or Resignation acceptance email with last Working day (LWD) confirmation
- Passport and Pan card– If you do not have Passport or Pan card you need to bring one of the following IDs.
 - Voter ID card
 - Driving License
 - Aadhaar Card
 - Senior Secondary result/certificate with DOB and photo (for University hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry on one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever.
- Valid Indian Work Permit, if applicable.
- Education documents (For University hires only) :- Degree certificate and all year mark sheets for the highest degree attained.

The other terms and conditions of the offer are as follows:

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of on boarding, failing which you will not be permitted to join.
- Your initial posting will be in Bangalore . However, your services are transferable, and you may be assigned to any other department, location or office of IBM, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, IBM frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with IBM and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at IBM is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history.
- Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.



- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [6] months but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 90 day's notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly during your service with IBM, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
 - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
 - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
 - Your compliance with the above terms and conditions shall be reviewed from time to time and shall be an integral condition of your continued employment with IBM.



- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- You will, by default, be enrolled in IBM's Group Medclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your service without notice or compensation.
- You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and registration fee of INR 300 + (Service taxes as applicable) – which includes INR 50/- annual usage fee



at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.

- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM, and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- This offer is contingent upon you being fully COVID-19 vaccinated when there is a requirement during your tenure at IBM. During the Onboarding process you will be asked to confirm your vaccination status and if not fully vaccinated you will be asked to provide a justification for the same. The specific procedure for you to submit your vaccination status and any justification for non-vaccination will be separately communicated to you. It is your responsibility to produce vaccination status or proof to any regulatory authorities if and when requested.



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ANNEXURE A

DATE	November 15, 2023		
NAME	Merugumala Mohan Nagendra Babu	BAND	3
DESIGNATION	Process Associate	LOCATION	Bangalore
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		92465	
Annual Reference Salary		272465	

3. Retirals	
a) Provident Fund (PF)	21600
b) Gratuity @ 4.8%	8640
Annual Reference Salary + Retirals	302705
4. Performance Linked Variable Pay	0 to 27600
5. Annual Potential Compensation	Annual Reference Salary + Retirals + Performance Linked Variable Pay

*Company currently has performance linked variable pay program with performance measured against criteria announced at monthly or quarterly frequency. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program.

All salary components may be subject to restructuring or modification based on IBM policies.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal



premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.

- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS / CONDITIONS



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By - IBM Authorized Signatory
Talent Acquisition Leader ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



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Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	The FBP is a basket of benefits that employees may avail for tax exemptions as per prevailing tax laws. Subject to availability of funds within FBP kitty, FBP will be split into Standard FBP (HRA, LTA and Conveyance allowance), and Optional FBP which will have components such as Meal Card, NPS. More details on the FBP policy will be available in the policy document once you join IBM.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP
4. Performance Linked Variable Pay	Amount of Target earnings mentioned under Performance Linked Variable Pay Program is determined based on your specific role and process/client aligned and subject to change based on any changes to your roles & responsibilities. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program.

*For detailed information please refer to Company policies, which are subject to change from time to time.



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Other Benefits- Additional Information*

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

This is a company paid benefit which provides group personal accident coverage to all employees of IBM India Pvt. Ltd. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediclaim Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Medical Insurance Policy from the date of your joining with a family floater cover of INR 4 Lakh per year. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail medical insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining. You have the option of enhancing this cover up to a maximum of INR 11 Lakh per year (incremental premium to be borne completely by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable)

**Subject to enrolling the new dependent within 45 days from the date of event.*

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis.

Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse, or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

National Pension System (NPS)



NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

All IBM employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

- a) in case of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressly given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.
- b) In case of any injury resulting in Death or permanent total disability.
- c) In case of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits, and policies are subject to withdrawal; change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

** IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate any benefit or other plan, program, practice or policy of IBM at any time. IBM does not have any obligation to, and nothing contained in these documents shall be construed as creating an express or implied obligation or promise on the part of IBM to, maintain, continue to offer, or make available such plans, programs, practices or policies.*



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ANNEXURE B - NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # : _____ Date Of Hire : ____ / ____ / _____

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.

(b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.



I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code.

The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.



I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM. I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment,



any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Employee's Full Name	Employee's Signature	Employee Serial No.	Date

EFF/HRD/23-24/OFF/105

12-SEP-2023

TO,
MR. MAHAMMAD SABEER BABA,
S/O M YUSUF,
7-123,
AVANIGADDA,
KRISHNA (DIST),
ANDHRA PRADESH-521121.



Dear MR. MAHAMMAD SABEER BABA,

Subject: **Provisional Offer Letter as Solution Support Engineer Trainee in CS Department.**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Trainee in Efftronics Systems Pvt Ltd.**

Your Scheduled date of joining is **12-Sep-23.**

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, **you are required to return this Offer of Appointment duly signed by you and your parents.**

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

With Regards,
For Efftronics Systems Pvt Ltd,

Spurthi D

(SPURTHI D)
HR MANAGER

The Terms and Conditions of this offer are:

1. Your Training period would be for **Minimum Forty-Five days to Maximum Three months** starting from **12-Sep-23**, and you will be designated as **"Trainee"** till the completion of your probationary period.
2. You are required to serve the company for a period of **2.5 WORKING YEARS** excluding the Training period.
3. You are required to submit all your **Original Academic Certificates on the date of Joining** and would be held with the company till the completion of your service agreement.
4. You are required to complete all the assignments given in the training period within the stipulated time. In case of your inability to complete the given task, you will be eliminated from the training.
5. If your training period extends on administration grounds, extension of training depends on the discretion of management.
6. You are eligible for a stipend of **Rs.6000/- per month** during the training period and after the successful completion of Training Period, your **Gross Salary + Allowances** would be **Rs.25,334/- (Rs.13,734+Rs.11,600)** per month also **accommodation & travelling** will be given separately.
7. **Your appointment will be governed by the policies, rules, regulations, practices, processes, and procedures of Efftronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.**
8. **As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.**



Termination:

9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she must pay **Recruitment cost and Training cost** on pro-rate basis to the company

11. At any time during the Training, if the Trainee is found to be **will fully non-performer** or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline.



12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.

13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

You are required to report to the HR Department on **12-Sep-23**, at **9 AM** along with the following documents.

- All Original Academic Certificates.
 - 5 Passport size photographs.
- For any further clarifications, Contact the **HRD Recruitment**.

For Efftronics Systems Pvt. Ltd.

Spurthi D

(SPURTHI D)
HR MANAGER

ACCEPTANCE FORM

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

Date:

Place:

Signature of Parent/ Guardian

Signature of candidate

EFF/HRD/23-24/OFF/073

29-JUL-2023

TO,
MS. BOLLA BAGA BHAVANA,
S/O B CHANDRASEKHAR RAO,
4-73, VEERAYALANKA,
NIDUMOLU, MOVVA,
KRISHNA DISTRICT,
ANDHRA PRADESH-521156.



Dear MS. BOLLA BAGA BHAVANA,

Subject: **Provisional Offer Letter as Engineer Technical Support Trainee in CS Department.**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of **Trainee in Efftronics Systems Pvt Ltd.**

Your Scheduled date of joining is **02-Aug-23.**

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, **you are required to return this Offer of Appointment duly signed by you and your parents.**


We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

With Regards,
For Efftronics Systems Pvt Ltd,

Spurthi D

(SPURTHI D)
HR MANAGER

The Terms and Conditions of this offer are:

1. Your Training period would be for **Minimum Three months** starting from **02-Aug-2023**, and you will be designated as "Trainee" till the completion of your training period. 
2. You are required to serve the company for a period of **2.5 WORKING YEARS** excluding the Training period.
3. You are required to submit all your **Original Academic Certificates on the date of Joining** and would be held with the company till the completion of your service agreement.
4. You are required to complete all the assignments given in the training period within the stipulated time. In case of your inability to complete the given task, you will be eliminated from the training.
5. If your training period extends on administration grounds, extension of training depends on the discretion of management.
6. You are eligible for a stipend of **Rs.6000/- per month** during the training period and after the successful completion of the Training Period, your **Gross Salary** would be **Rs.15042/- per month**.
7. **Your appointment will be governed by the policies, rules, regulations, practices, processes, and procedures of Efftronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.**
8. **As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.**

Termination:

9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she must pay **Recruitment cost and Training cost** on pro-rate basis to the company

11. At any time during the Training, if the Trainee is found to be **will fully non-performer** or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline.



12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.

13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

You are required to report to the HR Department on **02-Aug-2023**, at **9 AM** along with the following documents.

- All Original Academic Certificates.
 - 5 Passport size photographs.
- For any further clarifications, Contact the **HRD Recruitment**.

For Efftronics Systems Pvt. Ltd.

Spurthi D

(SPURTHI D)
HR MANAGER

ACCEPTANCE FORM

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

Date:

Place:

Signature of Parent/ Guardian

Signature of candidate

Date: 17-08-2023

OFFER OF EMPLOYMENT

Dear Pavise Rakesh

This has reference to your application and the subsequent interview you had with us. We are pleased to inform you that you have been selected for the position of "JUNIOR CHEMIST in PRODUCTION" DEPARTMENT with our client organization HETERO.

The brief details of the offer are as below:

Annual CTC : ₹. 2,70,000.00/- (With All Variable Allowances Like Attendance Bonus, Night Shift Allowances & Retention Bonus)
Your expected Date of Joining : 21 / 08 / 2023

You will be issued a detailed 'Letter of Employment' on your joining with client Hetero & Its subsidiaries

This offer will be valid till 25 / 08 / 2023 and automatically become void unless it is explicitly extended by the client company.

You are required to undergo a pre-medical check-up at diagnostic centers authorized by the client. Your joining will only be accepted if you are certified as medically fit.

You are requested to sign and return us the copy of the Offer of Employment as a token of your acceptance.

Please bring the following documents along with you on the day of your joining with Darpan Skill Development Center.

1. Resume
2. FIVE passport sized colour photographs
3. ID Proof – PAN card & Latest AADHAR card
4. All Education certificates Photocopies/Xerox copies
5. Covid vaccination Certificates (2nd dose)

With warm regards, yours truly,

For Darpan Skill Development Center


I.MADHURI

Authorized Signatory

I hereby accept the above-mentioned terms and conditions.

Name: P. Rakesh Signature: P. Rakesh Date: 17-8-2023



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The right mentor for IIT (JEE), Medical, Olympiad & all other Competitive exams

TEMPORARY APPOINTMENT ORDER

Name of the Applicant : POLANA MANOJ KUMAR
S/o D/o W/o : P VENKATESWARA RAO
Qualification : M.Sc
Department / Designation : SOCIAL
Date of Birth : 23.05.2001
Date of Interview : 15.4.2023

With reference to your Application dated 15.4.2023 and the subsequent interview held at ASHOK NAGAR Non-MPC Workshop. The Management is pleased to offer you the post of at SOCIAL Faculty at CPL/VYR Branch on a consolidated pay of Rs. 14500/- Per month in word Rupees fourteen thousand five hundred . For a period of one year on probation

Note :: The finalization of Branch will be done at the teacher's workshop. The Teacher's choice and preference will be considered for the finalization of Branch, which will be within the zone preferred by the candidate

➤ You are advised to report to the workshop on : 05.05.2023


Appointment Authority

CERTIFICATE OF ACCEPTANCE

Having understood the terms and conditions, I acknowledge to abide by them in the interest of the institution. I promise that I shall strive hard to come up to the expectations of the management in all my endeavors.

I hereby promise to join the workshop on : 05.05.2023





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TEMPORARY APPOINTMENT ORDER

Name of the Applicant : KOLANTI AMANI
S/o D/o W/o : K MUSALAHA
Qualification : M.Sc
Department / Designation : SOCIAL
Date of Birth : 22.08.1999
Date of Interview : 15.4.2023

With reference to your Application dated 15.4.2023 and the subsequent interview held at ASHOK NAGAR Non-MPC Workshop. The Management is pleased to offer you the post of at SOCIAL Faculty at VYR/CPL Branch on a consolidated pay of Rs. 14000/- Per month in word Rupees fourteen thousand . For a period of one year on probation

Note :: The finalization of Branch will be done at the teacher's workshop. The Teacher's choice and preference will be considered for the finalization of Branch, which will be within the zone preferred by the candidate

> You are advised to report to the workshop on : 05.05.2023


Appointment Authority

CERTIFICATE OF ACCEPTANCE

Having understood the terms and conditions, I acknowledge to abide by them in the interest of the institution. I promise that I shall strive hard to come up to the expectations of the management in all my endeavors.

I hereby promise to join the workshop on : 05.05.2023

- K. Amani



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TEMPORARY APPOINTMENT ORDER

Name of the Applicant : CHINTA LEELA VASAVI
S/o D/o W/o : CH NANCHARAI AH
Qualification : M.Sc
Department / Designation : TELUGU
Date of Birth : 22.02.2000
Date of Interview : 15.4.2023

With reference to your Application dated 15.4.2023 and the subsequent interview held at ASHOK NAGAR Non-MPC Workshop. The Management is pleased to offer you the post of at TELUGU Faculty at GOSALA Branch on a consolidated pay of Rs. 12000/- Per month in word Rupees Twelve Thousand . For a period of one year on probation

Note :: The finalization of Branch will be done at the teacher's workshop. The Teacher's choice and preference will be considered for the finalization of Branch, which will be within the zone preferred by the candidate

> You are advised to report to the workshop on : 05.05.2023


15/04
Appointment Authority

CERTIFICATE OF ACCEPTANCE

Having understood the terms and conditions, I acknowledge to abide by them in the interest of the institution. I promise that I shall strive hard to come up to the expectations of the management in all my endeavors.

I hereby promise to join the workshop on : 05.05.2023

-Ch. Leelavasavi



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TEMPORARY APPOINTMENT ORDER

Name of the Applicant : JUVVANAPUDI SUMA
S/o D/o W/o : J KOTAIAH
Qualification : M.Sc
Department / Designation : TELUGU
Date of Birth : 21.07.2001
Date of Interview : 15.4.2023

With reference to your Application dated 15.4.2023 and the subsequent interview held at ASHOK NAGAR Non-MPC Workshop. The Management is pleased to offer you the post of at TELUGU Faculty at GDV/VYR Branch on a consolidated pay of Rs. 13000/- Per month in word Rupees Thirteen Thousand . For a period of one year on probation

Note :: The finalization of Branch will be done at the teacher's workshop. The Teacher's choice and preference will be considered for the finalization of Branch, which will be within the zone preferred by the candidate

> You are advised to report to the workshop on : 05.05.2023


15/04
Appointment Authority

CERTIFICATE OF ACCEPTANCE

Having understood the terms and conditions, I acknowledge to abide by them in the interest of the institution. I promise that I shall strive hard to come up to the expectations of the management in all my endeavors.

I hereby promise to join the workshop on : 05.05.2023

J. Suma



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TEMPORARY APPOINTMENT ORDER

Name of the Applicant : KARUMURI LIDIYA
S/o D/o W/o : K PRABHUDAS
Qualification : M.Sc
Department / Designation : COMPUTERS
Date of Birth : 23.09.1999
Date of Interview : 15.4.2023

With reference to your Application dated 15.4.2023 and the subsequent interview held at ASHOK NAGAR Non-MPC Workshop. The Management is pleased to offer you the post of at COMPUTERS Faculty at MTM/AVG Branch on a consolidated pay of Rs. 13000/- Per month in word Rupees Thirteen Thousand . For a period of one year on probation

Note :: The finalization of Branch will be done at the teacher's workshop. The Teacher's choice and preference will be considered for the finalization of Branch, which will be within the zone preferred by the candidate

> You are advised to report to the workshop on : 05.05.2023


Appointment Authority

15/4/2023

CERTIFICATE OF ACCEPTANCE

Having understood the terms and conditions, I acknowledge to abide by them in the interest of the institution. I promise that I shall strive hard to come up to the expectations of the management in all my endeavors.

I hereby promise to join the workshop on : 05.05.2023

* K. Lidya 15/04/2023



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TEMPORARY APPOINTMENT ORDER

Name of the Applicant : VELLATURI ARUNA
S/o D/o W/o : V JOGESWARA RAO
Qualification : M.Sc
Department / Designation : MATHS
Date of Birth : 21.08.2001
Date of Interview : 15.4.2023

With reference to your Application dated 15.4.2023 and the subsequent interview held at GOSALA MPC Workshop. The Management is pleased to offer you the post of at MATHS Faculty at CPL/GDV Branch on a consolidated pay of Rs. 14000/- Per month in word Rupees fourteen thousand . For a period of one year on probation

Note :: The finalization of Branch will be done at the teacher's workshop. The Teacher's choice and preference will be considered for the finalization of Branch, which will be within the zone preferred by the candidate

> You are advised to report to the workshop on : 20.05.2023


15/04
Appointment Authority

CERTIFICATE OF ACCEPTANCE

Having understood the terms and conditions, I acknowledge to abide by them in the interest of the institution. I promise that I shall strive hard to come up to the expectations of the management in all my endeavors.

I hereby promise to join the workshop on : 20.05.2023

V. Aruna
15-04-23



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TEMPORARY APPOINTMENT ORDER

Name of the Applicant : PEDAPUDI SRAVANI
S/o D/o W/o : PEDAPUDI VASU
Qualification : MSC
Department / Designation : TELUGU
Date of Birth : 12.09.2000
Date of Interview : 15.4.2023

With reference to your Application dated 15.4.2023 and the subsequent interview held at ASHOK NAGAR Non-MPC Workshop. The Management is pleased to offer you the post of at TELUGU Faculty at CPL/VYR Branch on a consolidated pay of Rs. 12000/- Per month in word Rupees Twelve Thousand . For a period of one year on probation

Note :: The finalization of Branch will be done at the teacher's workshop. The Teacher's choice and preference will be considered for the finalization of Branch, which will be within the zone preferred by the candidate

➤ You are advised to report to the workshop on : 05.05.2023

A. Chelvi
Appointment Authority
15/4/2023

CERTIFICATE OF ACCEPTANCE

Having understood the terms and conditions, I acknowledge to abide by them in the interest of the institution. I promise that I shall strive hard to come up to the expectations of the management in all my endeavors.

I hereby promise to join the workshop on : 05.05.2023

Place:

Date:

P. Sravani
Signature of the applicant



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TEMPORARY APPOINTMENT ORDER

Name of the Applicant : GONTHUPULI RAMYA
S/o D/o W/o : G SRINIVASA RAO
Qualification : M.Sc
Department / Designation : TELUGU
Date of Birth : 22.5.2000
Date of Interview : 15.4.2023

With reference to your Application dated 15.4.2023 and the subsequent interview held at ASHOK NAGAR Non-MPC Workshop. The Management is pleased to offer you the post of at TELUGU Faculty at CPL/MTM/GPSALA Branch on a consolidated pay of Rs. 12500/- Per month in word Rupees Twelve Thousand . For a period of one year on probation

Note :: The finalization of Branch will be done at the teacher's workshop. The Teacher's choice and preference will be considered for the finalization of Branch, which will be within the zone preferred by the candidate

> You are advised to report to the workshop on : 05.05.2023


Appointment Authority

CERTIFICATE OF ACCEPTANCE

Having understood the terms and conditions, I acknowledge to abide by them in the interest of the institution. I promise that I shall strive hard to come up to the expectations of the management in all my endeavors.

I hereby promise to join the workshop on : 05.05.2023

G. Ramya
15/04/2023



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TEMPORARY APPOINTMENT ORDER

Name of the Applicant : NERUSU PREETHI
S/o D/o W/o : N SRINIVASA RAO
Qualification : M.Sc
Department / Designation : COMPUTERS
Date of Birth : 25.10.2000
Date of Interview : 15.4.2023

With reference to your Application dated 15.4.2023 and the subsequent interview held at ASHOK NAGAR Non-MPC Workshop. The Management is pleased to offer you the post of at COMPUTERS Faculty at CPL/MTM/AVG Branch on a consolidated pay of Rs. 13000/- Per month in word Rupees Thirteen Thousand . For a period of one year on probation

Note :: The finalization of Branch will be done at the teacher's workshop. The Teacher's choice and preference will be considered for the finalization of Branch, which will be within the zone preferred by the candidate

➤ You are advised to report to the workshop on : 05.05.2023

A. Cheluvu
Appointment Authority
15/4/2023

CERTIFICATE OF ACCEPTANCE

Having understood the terms and conditions, I acknowledge to abide by them in the interest of the institution. I promise that I shall strive hard to come up to the expectations of the management in all my endeavors.

I hereby promise to join the workshop on : 05.05.2023

N. Preethi
15/4/2023



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TEMPORARY APPOINTMENT ORDER

Name of the Applicant : CHAPPIDI ARCHANA
S/o D/o W/o : CHAPIDIA NAGARAJU
Qualification : MCOM
Department / Designation : TELUGU
Date of Birth : 02.06.2000
Date of Interview : 15.4,2023

With reference to your Application dated 15.4,2023 and the subsequent interview held at ASHOK NAGAR Non-MPC Workshop. The Management is pleased to offer you the post of at TELUGU Faculty at ANYWHERE Branch on a consolidated pay of Rs. 11000/- Per month in word ELEVEN THOUSAND . For a period of one year on probation

Note :: The finalization of Branch will be done at the teacher's workshop. The Teacher's choice and preference will be considered for the finalization of Branch, which will be within the zone preferred by the candidate

➤ You are advised to report to the workshop on : 05.05.2023

A. Chaitanya
Appointment Authority
15/4/2023

CERTIFICATE OF ACCEPTANCE

Having understood the terms and conditions, I acknowledge to abide by them in the interest of the institution. I promise that I shall strive hard to come up to the expectations of the management in all my endeavors.

I hereby promise to join the workshop on : 05.05.2023

Place:
Date:

Ch. Archana
Signature of the applicant



Sri Chaitanya School Techno Curriculum

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TEMPORARY APPOINTMENT ORDER

Name of the Applicant : UCHINTHALA JAYA NAGA SREE
S/o D/o W/o : U SREENIVASA RAO
Qualification : M.Sc
Department / Designation : TELUGU
Date of Birth : 22.2.2001
Date of Interview : 15.4.2023

With reference to your Application dated 15.4.2023 and the subsequent interview held at ASHOK NAGAR Non-MPC Workshop. The Management is pleased to offer you the post of at TELUGU Faculty at MTM/CPL Branch on a consolidated pay of Rs. 13500/- Per month in word Rupees Thirteen Thousand Five Hundre . For a period of one year on probhition

Note :: The finalization of Branch will be done at the teacher's workshop. The Teacher's choice and preference will be considered for the finalization of Branch, which will be within the zone preferred by the candidate

> You are advised to report to the workshop on : 05.05.2023


15/04
Appointment Authority

CERTIFICATE OF ACCEPTANCE

Having understood the terms and conditions, I acknowledge to abide by them in the interest of the institution. I promise that I shall strive hard to come up to the expectations of the management in all my endeavors.

I hereby promise to join the workshop on : 05.05.2023

U. Jaya Naga Sree
15/4/2023

SBSPL/OL/HR/23

Date: 17.10.2023

Mr.A.Lakshmi Shanmuka,
S/o. Shri A.Krishna,
D.No:2-135, Avanigadda(M),
Krishna District-521 121.

Dear Mr.Lakshmi Shanmuka,

Letter of Trainee Offer for the Post of "Trainee Chemist" our Organization.

With reference to the interview and subsequent discussion you had with us, we are pleased to inform you that you have been selected for the post of "Trainee Chemist" in our organization. As discussed your place of posting will be at Plant, Gandepalli.

You are requested to submit following Certificates at the time of joining

1. Original Certificates of Educational Qualification together with one copy.
2. Original Certificates of Experience together with one copy.
3. Last Pay Certificate together with one copy.
4. Original relieving letter from your previous employer.
5. 3 Latest Passport size Photographs.
6. Last pay slips in Original.
7. Latest bank statement for 3months.

The Original Certificates shall be returned to you after due verification while retaining the set of copies submitted by you for our records.

As discussed you are advised to join on or before 31.10.2023 this letter of offer is valid up to 31.10.2023. The letter of Trainee Appointment letter for One year shall be issued to you at the time of your joining in our organization.

For Sentini Bio-Spirit (P) Ltd.



Dr.M Madhusudhan Reddy
Sentini Group President -HR & Admin

SENTINI BIO-SPIRIT PRIVATE LIMITED

Registered Office : Sentini House, Plot No. 1229, Road No. 60, Jubilee Hills, Hyderabad - 500033, Telangana, India.
CIN: U15490TG2021PTC155073, T: +91-40-44753777, 44542888 Fax : +91-40-44753793 Email : info@sentinigroup.com