Vidya Jyothi Institute of Technology (Autonomous)

(Accredited by NAAC & NBA, Approved By A.I.C.T.E., New Delhi, Permanently Affiliated to JNTU, Hyderabad)
(Aziz Nagar, C.B.Post, Hyderabad -500075)

Best Practice II

PRAYUKTHI
2020-2021

PRINCIPAL
Vidya Jyothi Institute of Technology
Himayatnagar (Vill), C.B. Post.,
Hyderabad-75.

Vidya Jyothi Institute of Technology (Autonomous)

(Accredited by NAAC & NBA, Approved By A.I.C.T.E., New Delhi, Permanently Affiliated to JNTU, Hyderabad)
(Aziz Nagar, C.B.Post, Hyderabad -500075)

Best Practice –II

2020-2021

1. **Title of the practice:** **PRAYUKTHI-** Employability , Entrepreneurship and Higher Education Centre

Prayukthi is an initiative taken in the year of 2016 to help the students from reserved categories (SC/ST), so that they can stand strong in parallel with the other general category students. Whereas this initiative conducts, looks for funding towards few specialized initiatives, this also ensures the support for reserved category students, during the common initiatives strategies taken for all the eligible students.

PRAYUKTHI in VJIT is considered as best practice 2 as because from the inception, this initiative is creating a significant change in the learning and development of the reserved category students.

Cisco Career Certifications:

Today's dynamic IT technologies are driving Cisco's redesign of training and certification programs to prepare SC/ST students for success in the industry's most critical jobs. Our updated training and certification program offers a direct route to SC/ST students' technology career aspirations. Explore PRAYUKTHI- VJIT a new catalog to learn about associate, professional, expert, and supplemental exams that earn SC/ST students as specialist certifications—plus credit toward recertification on all paths.

E-Box Training:

The basic objective of E-Box training is as follows:

- Master your Skills with Practice Oriented Learning
- Learn from our experts in the live mentoring sessions!
- Solve hundreds of Real Time Case Studies!
- Get your doubts clarified!
- Get yourself skilled!
- Excel in your career!

PRINCIPAL
Vidya Jyothi Institute of Technology
Himayatnagar (Vill), C.B. Post.
Hyderabad-75.

Vidya Jyothi Institute of Technology (Autonomous)

(Accredited by NAAC & NBA, Approved By A.I.C.T.E., New Delhi, Permanently Affiliated to JNTU, Hyderabad)
(Aziz Nagar, C.B.Post, Hyderabad -500075)

Higher studies & PRERANA AICTE Scheme:

Grant is received from AICTE for the implementation of Prerana scheme for SC/ST Students for the year 2019-20 & 2020-21 at the institute. Objective of this scheme is to help aspiring SC/ST students seeking higher education (GATE/GPAT/CAT/CMAT/TOFEL/IELTS and GRE) through admission tests.

Benefits: Post-Graduation from IITs/NITs/PSUs/ DRDO/ISRO /Govt Sectors or Higher studies in foreign universities and reputed Indian institutes. Free of cost coaching from Eminent Faculties with 100% exam admission fees assistance.

Campus Recruitment training (CRT)

Many of the SC/ST students aim is to get a software job in MNCs. Hence PRAYUKTHI-VJIT giving campus recruitment training in aptitude test, group discussion (GD) and interviews for all on free of cost. It helps them a lot for getting good job in MNCs.

2. Objectives of the Practice

- To motivate SC/ST students for higher education, government jobs and other professional jobs.
- To train the SC/ST students for exercising expertise in the arena of soft skills, communication skills, interpersonal skills and preparing them to face interviews and get better placement.
- To provide study material for all competitive examinations prepared by experts.
- To access all the desired resources required for students and interact with faculty members beyond
- the class work
- To transform the passive learners to active learners and reproduce knowledge.
- To support financial assistance to needy students by the College management and forum
- To conduct seminars and guest lectures by experienced faculty and HRs from industry.
- Involve the student's right from first year to final year to understand the importance of career
- building, industrial jobs and entrepreneurship.
- To become confident in taking assessments and final certifications related to skills required.

PRINCIPAL
Vidya Jyothi Institute of Technology
Himayatnagar (Vill), C.B. Post.,
Hyderabad-75.

3. The Context

Most of the SC/ST students have vernacular back ground of villages, other states etc. Besides communication, having a recap and on time memory of the academic concept is a big challenge for them. Many of the SC/ST students may not have basic concepts of the subjects as they were not taught about the importance of basic concepts at Intermediate level. Students are not aware of the skills required for employability. Hence in VJIT we initiated this scheme to motivate and improve SC/ST student's skills.

4. The Practice

- From AICTE Under Prerana Scheme Rs 8,49,997/- has been received for training SC/ST Students training in higher studies.
- Conducted training classes GATE/ GRE GRE/TOFEL
- NPTEL Certifications
- CRT- Campus Recruitment Training programs : The Institute invites Soft Skill Trainers from Talentio & Cantilever to provide training,
- Qlik Certifications in Data Analytics
- IIT Bombay Spoken Tutorials
- Motivation and to develop entrepreneurship among the students.
- Knowledge with the industry experts in their respective domains yielding to collaborative research projects.

```
                        PRAYUKTHI

  E-Box Training    Cisco Career    Campus Recruitment   Higher studies &
                    Certifications   training (CRT)      PRERANA AICTE
                                                          Scheme
```
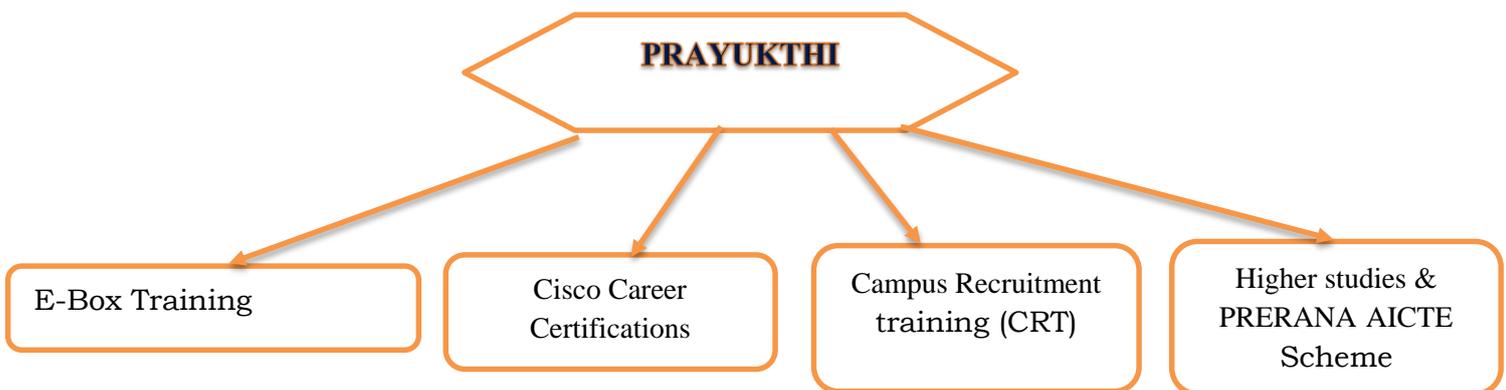
Fig.1: Different wings of PRAYUKTHI- VJIT.

PRINCIPAL
Vidya Jyothi Institute of Technology
Himayatnagar (Vill), C.B. Post.,
Hyderabad-75.

Vidya Jyothi Institute of Technology (Autonomous)

(Accredited by NAAC & NBA, Approved By A.I.C.T.E., New Delhi, Permanently Affiliated to JNTU, Hyderabad)
(Aziz Nagar, C.B.Post, Hyderabad -500075)

5. Evidence of Success

- Nearly 30% of enrolled students have been certified in the programs offered under PRAYUKTHI VJIT. We could see the year wise improvement in SC/ST registered students for certification.
- There is an increase in SC/ST student participation in the programs conducted to the students.
- Number of students placed has been increased to a greater extent for the past 3 years
- Communication Skills of the SC/ST students from first year to final year is an ample testimony for the success of the programs being organized.

- **8** students certified under E-Box 2020-2021
- **3** students are placed in different MNCs in 2020-21
- 1 student is scored in GATE- 2020
- **8** students are certified in CICSO (Programming Essentials in Python, IOT, NDG Linux

6. Identify the problems encountered and resources required to implement the practice

Problems Encountered

- Counseling & Motivation to the SC/ST students to attend the PRAYUKTHI- VJIT training programs
- Lack of knowledge to students in the up gradation of skills required.
- Awareness to SC/ST students about the importance of skills training
- Lack of support from family discourages them to take up jobs abroad.

Resources required implementing practices

- Dedicated faculty team to work under PRAYUKTHI- VJIT Center
- More resources accessibility to the students
- Dedicated Computers to the students to practice the tests and to take the regular assessments

PRINCIPAL
Vidya Jyothi Institute of Technology
Himayatnagar (Vill), C.B. Post.
Hyderabad-75.

VidyaJyothi Institute of Technology (Autonomous)

(Accredited by NAAC & NBA, Approved By A.I.C.T.E., New Delhi, Permanently Affiliated to JNTU, Hyderabad)
(Aziz Nagar, C.B.Post, Hyderabad -500075)

SC/ST List of Students

CISCO Certified

S.No	Roll No	Name of the student	Cast
1	20911A0503	AMGOTH RAJESHWARI	SC
2	20911A0513	CHINTAKUNTA ANJI KUMAR	SC
3	20911A0515	DEVERAKONDA SAI KAVYA	SC
4	20911A0516	DURGAM RAJESHWAR	SC
5	20911A0521	JADALA JOHN WESLEY	SC
6	20911A0527	KURAKULA MAHESH	ST
7	20911A0549	RATLAVATH SRINIVAS	SC
8	20911A0560	VISLAVATH PRASHANTH	SC

Vidya Jyothi Institute of Technology
Himayatnagar (Vill), C.B. Post,
Hyderabad-75.

C++

INSTITUTE   C++ Institute Authorized Academy Program

Program Your Future

CLA: Programming Essentials in C

During the Cisco Networking Academy® course, administered by the undersigned instructor, the student has studied the following skills:

This Statement of Achievement is to acknowledge that during the course CLA: Programming Essentials in C, the student has been able to accomplish coding tasks related to the basics of programming, and understands the programming techniques, customs and vocabulary used in the C language.

By completing the course, the student is now ready to attempt the qualification CLA – C Programming Language Certified Associate Certification, from the C++ Institute.

Laura Quintana
Laura Quintana
VP & General Manager, Cisco Networking Academy

Amgoth rajeshwari Rajeshwari

Student

VIDYA JYOTHI INSTITUTE OF TECHNOLOGY

Academy Name

India

Location

28 Jul 2021

Date

Instructor

CLA: Programming Essentials in C

During the Cisco Networking Academy® course, administered by the undersigned instructor, the student has studied the following skills:

This Statement of Achievement is to acknowledge that during the course CLA: Programming Essentials in C, the student has been able to accomplish coding tasks related to the basics of programming, and understands the programming techniques, customs and vocabulary used in the C language.

By completing the course, the student is now ready to attempt the qualification CLA – C Programming Language Certified Associate Certification, from the C++ Institute.

Laura Quintana
Laura Quintana
VP & General Manager, Cisco Networking Academy

CHINTHAKUNTA Anji Kumar

Student

VIDYA JYOTHI INSTITUTE OF TECHNOLOGY

Academy Name

India

Location

27 Jul 2021

Date

Instructor

CLA: Programming Essentials in C

During the Cisco Networking Academy® course, administered by the undersigned instructor, the student has studied the following skills:

This Statement of Achievement is to acknowledge that during the course CLA: Programming Essentials in C, the student has been able to accomplish coding tasks related to the basics of programming, and understands the programming techniques, customs and vocabulary used in the C language.

By completing the course, the student is now ready to attempt the qualification CLA – C Programming Language Certified Associate Certification, from the C++ Institute.

Laura Quintana
Laura Quintana
VP & General Manager, Cisco Networking Academy

Deverakonda Sai kavya

Student

VIDYA JYOTHI INSTITUTE OF TECHNOLOGY

Academy Name

India

Location

28 Jul 2021

Date

Instructor

Statement of Achievement

CLA: Programming Essentials in C

During the Cisco Networking Academy® course, administered by the undersigned instructor, the student has studied the following skills:

Laura Quintana
Laura Quintana
VP & General Manager, Cisco Networking Academy

This Statement of Achievement is to acknowledge that during the course CLA: Programming Essentials in C, the student has been able to accomplish coding tasks related to the basics of programming, and understands the programming techniques, customs and vocabulary used in the C language.

By completing the course, the student is now ready to attempt the qualification CLA – C Programming Language Certified Associate Certification, from the C++ Institute.

Durgam Rajeshwar

Student

VIDYA JYOTHI INSTITUTE OF TECHNOLOGY

Academy Name

India

Location

27 Jul 2021

Date

Instructor

CLA: Programming Essentials in C

During the Cisco Networking Academy® course, administered by the undersigned instructor, the student has studied the following skills:

This Statement of Achievement is to acknowledge that during the course CLA: Programming Essentials in C, the student has been able to accomplish coding tasks related to the basics of programming, and understands the programming techniques, customs and vocabulary used in the C language.

By completing the course, the student is now ready to attempt the qualification CLA – C Programming Language Certified Associate Certification, from the C++ Institute.

Laura Quintana

Laura Quintana
VP & General Manager, Cisco Networking Academy

Jadala John Wesley

Student

VIDYA JYOTHI INSTITUTE OF TECHNOLOGY

Academy Name

India

Location

29 Jul 2021

Date

Instructor

CLA: Programming Essentials in C

During the Cisco Networking Academy® course, administered by the undersigned instructor, the student has studied the following skills:

This Statement of Achievement is to acknowledge that during the course CLA: Programming Essentials in C, the student has been able to accomplish coding tasks related to the basics of programming, and understands the programming techniques, customs and vocabulary used in the C language.

By completing the course, the student is now ready to attempt the qualification CLA – C Programming Language Certified Associate Certification, from the C++ Institute.

Laura Quintana

Laura Quintana
VP & General Manager, Cisco Networking Academy

Kurakula Mahesh

Student

VIDYA JYOTHI INSTITUTE OF TECHNOLOGY

Academy Name

India

Location

30 Jul 2021

Date

Instructor

CLA: Programming Essentials in C

During the Cisco Networking Academy® course, administered by the undersigned instructor, the student has studied the following skills:

This Statement of Achievement is to acknowledge that during the course CLA: Programming Essentials in C, the student has been able to accomplish coding tasks related to the basics of programming, and understands the programming techniques, customs and vocabulary used in the C language.

By completing the course, the student is now ready to attempt the qualification CLA – C Programming Language Certified Associate Certification, from the C++ Institute.

Laura Quintana
Laura Quintana
VP & General Manager, Cisco Networking Academy

Ratlavath Srinivas

Student

VIDYA JYOTHI INSTITUTE OF TECHNOLOGY

Academy Name

India

Location

2 Aug 2021

Date

Instructor

Statement of Achievement

CLA: Programming Essentials in C

During the Cisco Networking Academy® course, administered by the undersigned instructor, the student has studied the following skills:

This Statement of Achievement is to acknowledge that during the course CLA: Programming Essentials in C, the student has been able to accomplish coding tasks related to the basics of programming, and understands the programming techniques, customs and vocabulary used in the C language.

By completing the course, the student is now ready to attempt the qualification CLA – C Programming Language Certified Associate Certification, from the C++ Institute.

Laura Quintana
Laura Quintana
VP & General Manager, Cisco Networking Academy

VISLAVATH PRASHANTH

Student

VIDYA JYOTHI INSTITUTE OF TECHNOLOGY

Academy Name

India

Location

29 Jul 2021

Date

Instructor

VidyaJyothi Institute of Technology (Autonomous)

(Accredited by NAAC & NBA, Approved By A.I.C.T.E., New Delhi, Permanently Affiliated to JNTU, Hyderabad)
(Aziz Nagar, C.B.Post, Hyderabad -500075)

List of SC/ST Students

E-Box Training

S.No	Roll No	Name of the student	Cast	Name of Father
1	20911A3596	KOPPULA SAKETHRAJA	SC	KOPPULA LAXMIRAJAM

PRINCIPAL
Vidya Jyothi Institute of Technology
Himayathnagar (Vill), C.B. Post,
Hyderabad-75.

E-BOX
AN AMPHISOFT PRODUCT

CERTIFICATE

OF COMPLETION

This is to certify that

K.saketh raja

has successfully completed the E-Box Online Certification Course on

"FSEP - Module 1 for Students"

during the period Jun 2021 - Nov 2021.

Managing Director

Amphisoft

PRINCIPAL
Vidya Jyothi Institute of Technology
Himayatnagar (Vill), C.B. Post.,
Hyderabad-75.

CERTIFICATE

OF COMPLETION

This is to certify that

K.saketh raja

has successfully completed the E-Box Online Certification Course on

"FSEP - Module 1 for Students"

during the period Jun 2021 - Nov 2021.

Managing Director

Amphisoft

Vidya Jyothi Institute of Technology (Autonomous)

(Accredited by NAAC & NBA, Approved By A.I.C.T.E., New Delhi, Permanently Affiliated to JNTU, Hyderabad)
(Aziz Nagar, C.B.Post, Hyderabad -500075)

List of SC/ST students

GATE

S.No	Roll No	Name of the student	Cast
1	17915A0114	Priyanka Malyala	SC

TS PGEC / PGECET 2020 Admissions
Telangana State Council of Higher Education

Provisional Allotment Order (Phase II)

ledgement No: 16156

Date :07-01-2021

ate Details

: 721001126	Rank	: 234
: MALYALA PRIYANKA	Gender	: F
Name : MALYALA RAJA NARSU	Date of Birth	: 10-04-1998
ncome : Lower	Mobile No.	: 9963868781
: SC	Region	: OU
itegory : ,,,	Minority	: Non-Minority

onal Allotment Details

ollege :	GRRR1JHSTRCREG - GOKARAJU RANGARAJU INSTITUTE OF ENGINEERING & TECHNOLOGY BACHUPALLY, KUKATPALLY, HYDERABAD	Course	: STRUCTURAL ENGINEERING
ype : AFF		Payment Type	: REG
loted : REG_SC_OU_GEN		Allotedin	: Phase II

Course Fee Rs	: 28500.00 /-
Amount paid in 1st phase Rs	: .00 /-
Fee paid Rs	: 28500.00 /-

ctions to candidates

: the candidate wishes to cancel their admission, they are required to approach the Principal of the college concerned only with a
t letter.

andidate cancels his/her admission, tuition fee will be refunded as following:

r first phase full tuition fee will be refunded.

s of the amount will be refunded after final phase.

vork commenced from 21th Dec.,2020.

idents claim for Reimbursement of Tution Fee(RTF) will be considered subject to verification and eligibility criteria prescribed by
ament of Telangana/Andra Pradesh from time to time. In the event of the candidate found not eligible for fee reimbursement the
ate shall have to pay the total fee.

t who secured admission through GATE/GPAT are not eligible for fee reimbursement

fee fixed is Semester fee for M.Tech./M.Pharm. and Annual fee for Pharm-D.

CO
TS PGEC / PGE

GATE 2020 Scorecard

Graduate Aptitude Test in Engineering

Name

PRIYANKA MALYALA

Registration Number

CE20S81404492

Examination Paper

Civil Engineering (CE)

M. Priyanka

(Candidate's Signature)

Marks out of 100*	22.29	**Qualifying Marks****	32.9	29.6	21.9

GEN/EWS	OBC (NCL)	SC/ST/PwD

All India Rank in this paper 37281

Number of Candidates appeared in this paper 125974

GATE Score 234

Valid from March 18, 2020 to March 17, 2023

Not Qualified under General/EWS/OBC(NCL) Category

March 18, 2020

† Normalized marks for Civil Engineering and Mechanical Engineering Papers
** A candidate is considered qualified if the marks secured are greater than or equal to the qualifying marks mentioned for the category for which valid category certificate, if applicable, is produced along with this scorecard

signature

Prof. B. R. Chahar
Organizing Chairman, GATE 2020
(on behalf of NCB – GATE, for MHRD)

65173394030b8da612851291ba4b4286

Qualifying in GATE 2020 does not guarantee either an admission to a post-graduate programme or a scholarship/assistantship. Admitting institutes may conduct further tests or interviews for final selection.

In the GATE 2020, the qualifying marks for a general category candidate in each paper is $\mu + \sigma$ or 25 marks (out of 100), whichever is greater, where μ is the mean and σ is the standard deviation of marks of all the candidates who appeared in the paper. The qualifying marks for OBC(NCL) and SC/ST/PwD candidates are 90% and two-third of a general category candidate in the paper respectively.

The GATE 2020 score was calculated using the formula

$$GATE\ Score = S_q + (S_t - S_q)\frac{(M - M_q)}{(\bar{M}_t - M_q)}$$

where

M is marks (out of 100) obtained by the candidate in the paper

M_q is the qualifying marks for general category candidate in the paper

$\bar{M}_t$ is the mean of marks of top 0.1% or top 10 (whichever is greater) of the candidates who appeared in the paper (in case of multi-session papers including all sessions)

$S_q = 350$, is the score assigned to M_q

$S_t = 900$, is the score assigned to $\bar{M}_t$

In multi-session (Civil Engineering and Mechanical Engineering) papers, the normalized mark of jth candidate in the ith session $\hat{M}_{ij}$ was computed using the formula

$$\hat{M}_{ij} = \frac{\bar{M}_t^g - M_q^g}{\bar{M}_{ti} - M_{iq}}(M_{ij} - M_{iq}) + M_q^g$$

where

M_{ij} is the actual marks obtained by the jth candidate in i^{th} session

$\bar{M}_t^g$ is the average marks of the top 0.1% of the candidates considering all sessions

M_q^g is the sum of mean and standard deviation marks of the candidates in the paper considering all sessions

$\bar{M}_{ti}$ is the average marks of the top 0.1% of the candidates in the ith session

M_{iq} is the sum of the mean marks and standard deviation of the ith session

Graduate Aptitude Test in Engineering (GATE) 2020 was organised by Indian Institute of Technology Delhi on behalf of the National Coordination Board (NCB) – GATE for the Department of Higher Education, Ministry of Human Resources Development (MHRD), Government of India.

TS PGEC / PGECET 2020 Admissions

Telangana State Council of Higher Education

Provisional Allotment Order (Phase II)

Acknowledgement No: 16156

Candidate Details

Date :07-01-2021 16:14:01

HT.No	: 721001126		
Name	: MALYALA PRIYANKA	Rank	: 234
Father's Name	: MALYALA RAJA NARSU	Gender	: F
Parental Income	: Lower	Date of Birth	: 10-04-1998
Category	: SC	Mobile No.	: 9963868781
SpecialCategory	: ...	Region	: OU
		Minority	: Non-Minority

Provisional Allotment Details

Alloted College	: GRRR1JHSTRCREG - GOKARAJU RANGARAJU INSTITUTE OF ENGINEERING & TECHNOLOGY BACHUPALLY, KUKATPALLY, HYDERABAD	Course	: STRUCTURAL ENGINEERING
College Type	: AFF		
Under Alloted Category	: REG_SC_OU_GEN	Payment Type	: REG
		Allotedin	: Phase II

Course Fee Rs	: 28500.00 /-
Amount paid in 1st phase Rs	: .00 /-
Fee paid Rs	: 28500.00 /-

Instructions to candidates

1. In case the candidate wishes to cancel their admission, they are required to approach the Principal of the college concerned only with a request letter.
2. If the candidate cancels his/her admission, tuition fee will be refunded as following:
   a. After first phase full tuition fee will be refunded.
   b. 50% of the amount will be refunded after final phase.
3. **Class work commenced from 21th Dec.,2020.**
4. The students claim for Reimbursement of Tution Fee(RTF) will be considered subject to verification and eligibility criteria prescribed by Government of Telangana/Andra Pradesh from time to time. In the event of the candidate found not eligible for fee reimbursement the candidate shall have to pay the total fee.
5. Student who secured admission through **GATE/GPAT** are **not eligible for fee reimbursement**
6. Tuition fee fixed is Semester fee for M.Tech./M.Pharm. and Annual fee for Pharm-D.

Sd/-
CONVENER
TS PGEC / PGECET 2020

Vidya Jyothi Institute of Technology
(Autonomous)

LIST of SC/ST Students Placed

S.No	Roll Number	Name of the Student	Company	LPA	Company	Cast
1	17911A0564	Anumari Annapoorna	Virtusa	4 LPA	Acs Solutions	SC
2	17911A05M7	Mudigonda Sri Harsha	Capgemini	3.8 LPA	On Campus	SC
3	17911A0566	Atheli Pranathi	Multiplier Solutions	3 LPA	On Campus	SC-OU

PRINCIPAL
Vidya Jyothi Institute of Technology
Himayatnagar (Vill), C.B. Post.,
Hyderabad-75.

virtusa

July 16, 2021

Miss Anumari Annapoorna
2-45, Chinnamangalaram
Hyderabad
Telangana
India

Dear Anumari Annapoorna,

Thank you for your keen interest in Virtusa Consulting Services Pvt Ltd, India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : Associate Engineer-Technology
2. Tier : Tier 4

Your date of joining would be July 19, 2021.

You will be based at Virtusa's Hyderabad office. You will be on probation from your date of Joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be Rs.400,000.00/- per annum as per Annexure-I.

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before July 19, 2021.

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon Joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely
for Virtusa Consulting Services Pvt Ltd, India,

I hereby accept employment on the terms set forth in this Letter as of this _____ day of _____

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Anumari Annapoorna

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE		
NAME : Anumari Annapoorna DESIGNATION : Associate Engineer-Technology TIER : Tier 4		
	Per Month (In ₹)	Per Annum (In ₹)
Base Components (A)		
Basic	10,500.00	126,000.00
HRA	5,250.00	63,000.00
Basket of Allowances (B)		
Leave Travel Assistance*	0.00	0.00
Phone & Internet Reimbursement	0.00	0.00
Advance Statutory Bonus**	1,500.00	18,000.00
Special Allowance	11,112.00	133,339.00

PRINCIPAL
Vidya Jyothi Institute of Technology
Himayatnagar (Vill), C.B. Post.,
Hyderabad-75.

12. You would be eligible to receive Performance Incentive for the period only if you are on the rolls of the company as on the date of disbursement.

13. If you are joining after 15th September in H1 or after 15th March in H2, then you will be eligible to receive the performance incentive in the succeeding variable pay cycle.

for Virtusa Consulting Services Pvt Ltd, India,

Sundararajan Narayanan
Chief People Officer and Global Head of Human Resource

Anumari Annapoorna

ANNEXURE-III
SUMMARY OF BENEFITS

You would be entitled for the below given benefits

Health Insurance:

The Company will insure you and a maximum of five immediate dependents for Hospitalization as per the policy for an amount of Rs.200,000/-. Details would be made available on joining.

Dependents details: Self + Spouse + 2 Dependent Children + 2 Parents or 2 Parent in-laws

Group Term Life Insurance Policy (GTL) & Group Personnel Accident Coverage (GPA):

The Company will insure you for 1 time for GPA& 1.5 times for GTL of the CTC with a minimum Cover of INR 15 Lakhs. The Policy is applicable to associates posted in India or on Virtusa India rolls.

CTC for GTL & GPA coverage = Base Components (A) + Basket of Allowances (B)

Maternity Benefit:

The company is also committed to extending the appropriate benefits to the female employees as per the Maternity Benefit (Amendment) Act, 2017.

Marriage Gift:

All Employees getting married during their tenure at the Company are entitled to a gift voucher worth ₹ 10,000/- as a gesture of goodwill. Details would be made available on joining.

For Virtusa Consulting Services Pvt Ltd, India,

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Anumari Annapoorna

All Benefits are subject to revision at the discretion of Management from time to time.

Joining Bonus

Miss Anumari Annapoorna
2-48, Chinnamangalaram
Hyderabad
Telangana,
India

Dear Anumari Annapoorna,

As a gesture of appreciation from the Company towards your meticulous planning & efforts put to join us on /or before July 19, 2021 you would be entitled for a joining bonus of Rs.50,000.00 /-.

Joining Bonus will be payable after completion of six months from the date of joining.

In case of separation from the organization (howsoever occasioned) within one year of joining us, you will need to repay the organization the sum towards your entire joining bonus

PRINCIPAL
Vidya Jyothi Institute of Technology
Himayatnagar (Vill), C.B. Post..
Hyderabad-75.

May 24, 2021,

Ms. Annapoorna Ammuni
Hyderabad

Dear Annapoorna,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

Position:	Trainee Software Engineer, Project Delivery
Date of Joining:	On or before June 01, 2021
Compensation:	Cost to Company Rs. 516,654/- (Rupees Five Lakh Sixteen Thousand Six Hundred and Fifty Four only)
Notice Period:	In case of resignation / termination of services, either party will be required to give a two month notice in writing
Place of Work:	Your initial place of work will be Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the organization or any one of its associates or customers, conducts business

If you choose to accept this job offer and comply with the terms and existing policies which are modified from time to time, we request you to confirm your acceptance by signing the offer letter and sending it across to us within 5 days, failing which this offer of employment is liable to be invalid.

Note: Please find the details of the terms & conditions of this offer attached, the details of which are strictly confidential and should not be shared with anyone.

We congratulate you on your appointment and wish you a long and successful career with ACS Solutions.

Sincerely,

Ramesh Nandyala
Senior Director - Human Resources

Signature:
Date:

PRINCIPAL
...Jyothi Institute of Technology
... (Vill), C.B. Post..
Himayatnagar ... Hyderabad...

ACS
SOLUTIONS

Details of Salary

Name: Annapoorna Anumari
Position: Trainee Software Engineer, Project Delivery

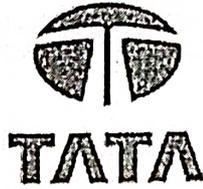|	Compensation Details (INR)		
	Particulars	**Annually**	**Monthly**
A	**Gross**	468,780	39,065
	Basic	234,390	19,533
	House Rent Allowance	117,195	9,766
	Special Allowance	117,195	9,766
	Statutory Bonus	--	--
B	**Variable Pay**	--	--
C	**Employer Provident Fund**	21,600	1,800
D	**Super Gross (A+B+C)**	490,380	40,865
E	**Gratuity**	11,274	940
F	**Medical**	15,000	1,250
	Cost to Company (D+E+F)	516,654	43,055

Variable Pay*:

a) Variable Pay is based on employee(s) performance and the performance of the Company.
b) The review period is April through March and the performance of the employee is assessed on a yearly basis.
c) The Variable pay is disbursed on an Annual basis and is subject to the employee being active on the payrolls on the day of disbursement.
d) For employees joining during middle of the review period, prorated payment of the Variable pay will be done.
e) The application and determination related to, the Variable Pay is on the business objectives and context. Employee will be notified in case of any amendment to the variable payout process

PRINCIPAL
Vidya Jyothi Institute of Technology
Himayathsagar (Vill), G.B. Post..,
Hyderabad-75.

![TATA logo]

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20206477758/Hyderabad
Date: 11/01/2021

Ms. Sri Harsha Mudigonda
H.No:12-1-104/1,
Siddipet,
Siddipet-502103,
Telangana.
Tel# -

Dear Sri Harsha Mudigonda,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &
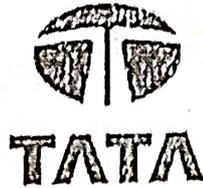
Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of ₹14,784/- per month.

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

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

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

PRINCIPAL
Vidya Jyothi Institute of Technology
Himayatnagar (Vill), C.B. Post..
Hyderabad-75.

VistexAsia-PacificPvt.Ltd.

(Formerly Vistex (India) PvtLtd.)
Now it all adds up™

HYDERABAD 3ʳᵈ Floor, DSR Corporate Center, 1-90/B/C/4/A,
Patrika Nagar, Plot No. 1 & 2, Madhapur, Hyderabad 500081
Telephone: 040-23114412/13 www.vistex.com

HYDSDCH2021053
July 28, 2021

Ms. A Pranathi,
Hyderabad

Offer cum Appointment Letter

Dear Ms. A Pranathi,

Congratulations!

This letter is to confirm your appointment as Associate Functional Consultant with Vistex Asia-Pacific Private Ltd. You will be based out of our Hyderabad, India office.

Your reporting date at Vistex Asia-Pacific Pvt, Ltd. Hyderabad will be August 2, 2021.

Your annual Compensation will be Rs. 402,000/- (Rupees Four Lakhs and Two Thousand Only) as outlined in Annexure – A. This is subject to usual statutory and / or other taxes, which may be imposed from time to time by the Government, or any public body authorized to do so. Your individual remuneration is strictly between yourself and the Company. 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 and confidential.

You are expected to serve us for a minimum period of three years and have to sign a contract for the same at the time of joining.

You shall be on probation for a period of Six months from the date of joining. The period of probation can be extended or reduced at the discretion of the Company. Based on your performance, you could be confirmed, terminated or probation extended for a further period. On successful completion of your probation period, you shall be given a letter confirming you as a regular employee of the Company.

Your employment with us will be governed by the Terms & Conditions as detailed in the Annexure -B. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies of the Firm as announced or amended from time to time. These amendments would be binding on you, immediately on its publication.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Initial _Pranathi_

PRINCIPAL
Vidya Jyothi Institute of Technology
...nagar (Vill), C.B. Post...

VistexAsia-PacificPvt.Ltd.

(Formerly Vistex (India) Pvt Ltd)

Now it all adds up™

HYDERABAD 3'⁴ Floor, DSR Corporate Center, 1-90/B/C/4/A,
Patrika Nagar, Plot No. 1 & 2, Madhapur, Hyderabad 500081
Telephone: 040-23114412/13 www.vistex.com

Annexure – A

Name	Ms. A Pranathi
Designation	Associate Functional Consultant
Work Location	Hyderabad, India

Earning Heads	Pay (INR/Month)	
Basic Salary	₹	16,750
House Rent Allowance (HRA)	₹	6,700
Leave Travel Allowance (LTA)	₹	-
Telephone Reimbursements	₹	-
Internet Expense	₹	-
Grade/Special/Management/Supplementary Allowance	₹	7,296
Gross Salary	₹	30,746
PF	₹	1,950
Gratuity	₹	804
Cost to Company (P.M)	₹	33,500
Cost to Company (P.A)	₹	402,000
Annual Variable Incentive	₹	-
Total Target Remuneration (P.A)	₹	402,000

(Other Benefits:

Group Health Insurance Coverage: 1 Lakh for Employee, 2 Lakhs for Employee + Spouse, 3 Lakhs for Employee + Spouse + Children)

For Vistex Asia-Pacific Pvt. Ltd.

Anu Gudala
Sr. Manager, Human Resources

Initial _Pranathi_ A Pranathi