

DOC: - SA/TA/Hyd/2023/3271

Date: -1/7/2023

Dear Kavya Samineni

Subject: - Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst with Savantis India**.

Your place of training will be at Hyderabad. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.

Your training location will be Hyderabad. However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th, 12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid Rs 18, 500/- (Eighteen Thousand Five Hundred only) per month as stipend amount and working as Trainee Analyst. You will always have opportunity to be absorbed by the client and grow to a senior position from future career perspective.

The training will commence on 8/1/2023 Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH
MODI Date: 2023.01.07

Manish Modi
Manager Recruitment

PRINCIPAL
SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VJAYAWADA-521 108

Doc #: EMP/COL/PN/10032023/12037

March 10, 2023

Dear Mr. Pavankumar Narina ,

CONDITIONAL OFFER LETTER

As per the interview held at **Maintec Technologies Pvt Ltd**, on **January 24, 2023**, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

- Your designation will be **Technical Support Engineer-L1 (Network Analyst/DC-Ops)**
- Your initial place of work will be at **Bangalore / Chennai / Noida**.
- On Successful completion of training, subsequent assessments and deployment, you will be an employee of Maintec Technologies Pvt. Ltd. and deployed at our Client location.
- You will be entitled to an all-inclusive compensation (Cost to Company) of **Rs.2,22,000/- (Rupees Two Lakh Twenty Two Thousand Only)** per annum. exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.
- Maintec won't charging anything for training.
- Once you Left the company you need to submit the asset clearance Acknowledgement then only will release exp letter or reliving letter.

A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely,
For Maintec Technologies Pvt. Ltd,



Ramya M
Associate HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **June 13, 2023** or any other date which may be decided as per mutual discussions.

Candidate's Signature: _____ Date: _____

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

Note #2: Maintec does not charge any fee at any stage of recruitment of employees for its rolls or for deputation at clients' locations and it has not authorized any agency/partner to collect any fee for recruitment.

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Ref Code: ILM/CI/2023-2024/081

ILM'S Educate India Internship (IEI)
OFFER LETTER

To,
Mr. Madiri Suresh Babu

Date: 16-02-2023

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

Professional Growth

a) Preliminary Training:

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

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


Page 1 of 5



Ref Code: ILM/CI/2022-2023/1745

b) Academic and Career Growth:

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

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

Personal Growth

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

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Ref Code: ILM/CI/2022-2023/1745

Financial Growth

Part – 1

1. You will be paid ` 19,500/- (Rupees Nineteen Thousand Five Hundred only) **CTC-Cost to the Company per Month** from the date of your reporting to the school. (See Annexure-1-CTC Breakup)
2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost)
3. A) In case of Covid or Covid type of situation or for any other reasons the school temporarily closes or stops ILM'S Classes and restarts, the duration of those days is called as **WAITING BENCH PERIOD** with LOP.

B) In case of Covid or Covid type of situation or for any other reasons the school closes or stops ILM'S Classes or ILM stops the classes then ILM will relieve you by paying seven working days' notice pay from the closing date.
4. This CTC may be revised / rearranged at any time based on any changes in the applicable laws.

Part – 2

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

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Ref Code: ILM/CI/2022-2023/1745

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

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.
4. After the preliminary training and signing the employment contract, if you do not report for your assignment or if you discontinue during the assignment without serving the notice period of 30 (Thirty) days you will have to pay us One month's CTC plus applicable taxes if any, towards notice pay recovery. In case if you discontinue during the preliminary training notice pay recovery amount will be on a prorata basis depending on the number of days you attend the training, in the name of "Campus Guide (P) Ltd" or otherwise decided by ILM.

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Page 4 of 6

ILM/CI/EML/22-23/003/1.0



Ref Code: ILM/CI/2022-2023/1745

You are required to send us your acceptance letter of the above terms and conditions on or before **12-07-2022** along with following documents: -

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

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

Note: Even though the last date for acceptance is set as **12-07-2022**, you are advised to send your acceptance letter as soon as possible. **ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.**

With Best Wishes

Ghouse Pasha
HRD

ILM/CI/EML/22-23/003/1.0

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Ref Code: ILM/CI/2022-2023/1745

Annexure - 1	
CTC Breakup Per Month	
CTC	₹ 19,500
Breakup of the Compensation	
Basic + VDA	₹ 14,583
Special Allowance	₹ 1,325
Performance Based Incentives *	₹ 0
Gross Earnings (1)	₹ 15,908
Take Home	₹ 13,838
Deductions	
Professional Tax	₹ 200
ESI Contribution	₹ 120
PF Contribution (Savings)	₹ 1,750
ILM'S Contribution	
ESI Contribution	₹ 518
PF Contribution (Savings)	₹ 1,750
Bonus (will be paid in / after April)	₹ 1,325
Total (2)	₹ 3,593
Total CTC (1) + (2)	₹ 19,500
Note:	
1. You will be provided free standard outstation accommodation at your place of posting.	
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).	
3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 2000/- per month)	
4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month)	

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Page 6 of 6

ILM/CI/2022-2023/003/1.0

DOC: - SA/TA/Hyd/2023/3272

Date: -1/7/2023

Dear Narina Pavan Kumar

Subject: - Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th, 12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid Rs 18, 500/- (**Eighteen Thousand Five Hundred only**) per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to be absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **8/1/2023**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH
MODI Date: 2023.01.07

Manish Modi
Manager Recruitment

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ENIKEPADU, VIJAYAWADA-521
Page | 1

Doc #: EMP/COL/RK/10032023/12034

March 10, 2023

Dear Ms. Seeram Subhashini,

CONDITIONAL OFFER LETTER

As per the interview held at Maintec Technologies Pvt Ltd, on January 24, 2023, we are pleased to engage your services after the successful completion of training and client assessment as per details given below:

- Your designation will be Technical Support Engineer-L1 (Network Analyst/DC-Ops)
- Your initial place of work will be at Bangalore / Chennai / Noida.
- On Successful completion of training, subsequent assessments and deployment, you will be an employee of Maintec Technologies Pvt. Ltd. and deployed at our Client location.
- You will be entitled to an all-inclusive compensation (Cost to Company) of Rs.2,22,000/- (Rupees Two Lakh Twenty Two Thousand Only) per annum exclusive of the additional reimbursement provided and applicable Tax will be deducted.
- You agree for the fact that after the successful completion of training & client assessment, you shall join the client location as intimated and as per the employment terms and conditions without fail.
- Maintec won't charging anything for training.
- Once you Left the company you need to submit the asset clearance Acknowledgement then only will release exp letter or reliving letter.

A training letter will be issued to you for your signature at the start of the training. An appointment letter will be issued to you upon successfully scoring a minimum of 57 marks on Versant Test and final approval after the client's technical round.

You are requested to sign and upload the original copy of this letter as a token of your acceptance of the above offer.

Sincerely,
For Maintec Technologies Pvt. Ltd,

Ramya M
Associate HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on June 13, 2023 or any other date which may be decided as per mutual discussions.

Candidate's Signature: _____ Date: _____

Note #1: In the event you fail to join Maintec or client as per the agreed joining date, Maintec has the right to take appropriate legal action against you and recover any penalties imposed.

Note #2: Maintec does not charge any fee at any stage of recruitment of employees for its rolls or for deputation at client locations and it has not authorized any agency/partner to collect any fee for recruitment.

Maintec Confidential

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Aparna Constructions And Estates Pvt. Ltd.

CIN : U70109TG1995PTC025330



18 April 2023

To
Mr. Viswanadhuni Prasad,
3-9/A, Manoj Nagar Colony,
Tadigadapa, Vijayawada,
Andhra Pradesh - 521137.

Dear Mr. Prasad,

Thank you for evincing interest in getting associated with Aparna group. Consequent to our discussions, we invite you to join the Aparna family in the position of "Graduate Engineer Trainee". Your compensation will be as per the agreed terms and conditions during our discussions.

We expect you to join us on 08.05.2023. A formal appointment letter detailing the breakup of your Salary and other terms and conditions will be issued on the day of your joining.

We look forward to a mutually beneficial professional association.

Thanking you,

Very truly yours,
For Aparna Constructions and Estates Private Limited.,

C. Rakesh Reddy
Director

802, Astral Heights, D.No. 6-3-352/2&3, Rd. # 1, Banjara Hills, Hyderabad - 500 034, Telangana, India.

Ph: +91-40-2335 2708 Fax: +91-40-2335 2710

E-mail : info@aparnaconstructions.com Uri : www.aparnaconstructions.com

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ENIKEPADI, VIJAYAWADA



Ref Code: ILM/CI/2022-2023/084

ILM'S Educate India Internship (IEI)
OFFER LETTER

To,
Ms. Pulapa Aswini

Date: 16-02-2023

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a "Faculty – Communicative English" under ILM'S Educate India Internship programme for the academic year August 2022 to February / March / April 2023 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary online / physical training for a period of minimum 4-6 weeks in Bangalore during July 2022. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

ILM/CI/EML/22-23/003/1.0


Page 1 of 6



Ref Code: ILM/CI/2022-2023/1745

b) Academic and Career Growth:

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

3) Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM (Faculty) the following is the career growth path in ILM:

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

Personal Growth

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

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Page 2 of 6
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Ref Code: ILM/CI/2022-2023/1745

Financial Growth

Part – 1

1. You will be paid ` 19,500/- (Rupees Nineteen Thousand Five Hundred only) **CTC-Cost to the Company per Month** from the date of your reporting to the school. (See Annexure-1-CTC Breakup)
2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost)
3. A) In case of Covid or Covid type of situation or for any other reasons the school temporarily closes or stops ILM'S Classes and restarts, the duration of those days is called as **WAITING BENCH PERIOD** with LOP.

B) In case of Covid or Covid type of situation or for any other reasons the school closes or stops ILM'S Classes or ILM stops the classes then ILM will relieve you by paying seven working days' notice pay from the closing date.
4. This CTC may be revised / rearranged at any time based on any changes in the applicable laws.

Part – 2

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

ILM/CI/EML/22-23/003/1.0

Page 3 of 6

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Ref Code: ILM/CI/2022-2023/1745

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

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.
4. After the preliminary training and signing the employment contract, if you do not report for your assignment or if you discontinue during the assignment without serving the notice period of 30 (Thirty) days you will have to pay us One month's CTC plus applicable taxes if any, towards notice pay recovery. In case if you discontinue during the preliminary training notice pay recovery amount will be on a prorata basis depending on the number of days you attend the training, in the name of "Campus Guide (P) Ltd" or otherwise decided by ILM.

ILM/CI/EML/22-23/003/1.0

Page 4 of 6
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ENIKEPADU, VIJAYAWADA



Ref Code: ILM/CI/2022-2023/1745

You are required to send us your acceptance letter of the above terms and conditions on or before **12-07-2022** along with following documents: -

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

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

Note: Even though the last date for acceptance is set as **12-07-2022**, you are advised to send your acceptance letter as soon as possible. **ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.**

With Best Wishes

Ghouse Pasha
HRD

ILM/CI/EML/22-23/003/1.0



Ref Code: ILM/CI/2022-2023/1745

Annexure - 1			
CTC Breakup Per Month			
CTC	₹ 19,500		
Breakup of the Compensation		Deductions	
		Professional Tax	₹ 200
Basic + VDA	₹ 14,583	ESI Contribution	₹ 120
Special Allowance	₹ 1,325	PF Contribution (Savings)	₹ 1,750
Performance Based Incentives *	₹ 0	ILM'S Contribution	
Gross Earnings (1)	₹ 15,908	ESI Contribution	₹ 518
Take Home		PF Contribution (Savings)	₹ 1,750
		Bonus (will be paid in / after April)	₹ 1,325
₹ 13,838		Total (2)	₹ 3,593
		Total CTC (1) + (2)	₹ 19,500
Note:			
1. You will be provided free standard outstation accommodation at your place of posting.			
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).			
3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 2000/- per month)			
4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month)			

ILM/CI/2022-2023/1745

Aparna Constructions And Estates Pvt. Ltd.
CIN U70109TG61996R7CO25330



18 April 2023

To
Ms.Kancharla Harika,
29-4B, Rama Nagar,
Penamaluru, Vijayawada,
Andhra Pradesh-521137.

Dear Ms. Harika,

Thank you for evincing interest in getting associated with Aparna group. Consequent to our discussions, we invite you to join the Aparna family in the position of "Graduate Engineer Trainee". Your compensation will be as *per* the agreed terms and conditions during our discussions.

We expect you to join us on 08.05.2023. A formal appointment letter detailing the breakup of your Salary and other terms and conditions will be issued on the day of your joining.

We look forward to a mutually beneficial professional association.

Thanking you,

Very truly yours,
For Aparna Constructions and Estates Private Limited.,

C. Rakesh Reddy
Director

N802, Mira Heights, D No 64,3521243, Rd o 1, Banjo., NO Is, Hydenbad o 500 034 3itang/114. hides
PIE 791-404335 7700 Fan: o91o40 2335 2710
7.med : odcewornaccarangifern.tem Urt : wow oparnaanstry70085.COM

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DOC: - SA/TA/Hyd/2023/3272

Date: -1/7/2023

Dear SALEHA MOHAMMAD

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us; we are happy to offer you the position of Trainee Analyst with Savantis India.

Your place of training will be at Hyderabad. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client, you will be provided Appointment letter.

Your training location will be Hyderabad. However, the deployments' location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid Rs 18, 500/- (Eighteen Thousand Five Hundred only) per month as stipend amount and working as Trainee Analyst. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on 8/1/2023 Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH
MODI Date: 2023.01.07

Manish Modi
Manager Recruitment

Aparna Constructions And Estates Pvt. Ltd.
CIN U70109T61996R7CO25332



18 April 2023

To
Mr. B.Raj Kumar,
45-11/9D, Brodipet,
Guntur,
Andhra Pradesh-522002.

Dear Mr. Shaik Jilani,

Thank you for evincing interest in getting associated with Aparna group. Consequent to our discussions, we invite you to join the Aparna family in the position of "**Graduate Engineer Trainee**". Your compensation will be as *per* the agreed terms and conditions during our discussions.

We expect you to join us on 08.05.2023. A formal appointment letter detailing the breakup of your Salary and other terms and conditions will be issued on the day of your joining.

We look forward to a mutually beneficial professional association.

Thanking you,

Very truly yours,
For Aparna Constructions and Estates Private Limited.,

C. Rakesh Reddy
Director

#802. Mira! Heights. 0 No 64.3521243. Rd • 1. Banjo., NO Is. Hydenbad • 500 034 3itang/114. hides
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PRINCIPAL
SRK INSTITUTE OF TECHNOLO
ENIKEPADU, VIJAYAWADA-521 1



Ref Code: ILM/CI/2022-2023/083

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Ms. Ravuri Sudeepa

Date: 16-02-2023

Further to the Campus Interview conducted in your college, we congratulate you on being selected as a "Faculty – Communicative English" under ILM'S Educate India Internship programme for the academic year August 2022 to February / March / April 2023 (8-9 months). While welcoming you to be a part of the ILM family, we request you to go through and understand the Professional, Financial and Personal growth prospects that lie ahead of you, when you join us. You are also requested to read and understand the terms and conditions governing your training and subsequent roles and responsibilities as a Faculty / Employee of ILM.

Professional Growth

a) Preliminary Training:

- 1) You will be required to undergo a preliminary online / physical training for a period of minimum 4-6 weeks in Bangalore during July 2022. During the preliminary training no remuneration or statutory benefits will be paid, besides standard accommodation being provided free of cost. You will have to make your own arrangement for your food etc., (Candidates can also opt to stay on their own during the training at their own cost).
- 2) The preliminary training will primarily focus on the methodology of language teaching and training. It is aimed at strengthening your basic knowledge of English and its usage. The training will cover areas ranging from basic conversation to public speaking skills in English. Keeping in mind your learning abilities this preliminary training will equip you with the teaching knowledge and the skills required for your profession in ILM.

ILM/CI/EML/22-23/003/1.0

Page 1 of 6



Ref Code: ILM/CI/2022-2023/1745

b) Academic and Career Growth:

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

3) **Upon Successful Completion of the ILM'S INTERNSHIP PROGRAM (Faculty) the following is the career growth path in ILM:**

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

Personal Growth

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

ILM/CI/EML/22-23/003/1.0

Page 2 of 6
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ENIKEPADI, MURARE-560 004.
MAYAWADA-521 10



Ref Code: ILM/CI/2022-2023/1745

Financial Growth

Part – 1

1. You will be paid ` 19,500/- (Rupees Nineteen Thousand Five Hundred only) **CTC-Cost to the Company per Month** from the date of your reporting to the school. (See Annexure-1-CTC Breakup)
2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed. Travelling allowance (wherever applicable as per ILM'S policy) will be given. (Candidates can also opt to stay on their own at their own cost)
3. A) In case of Covid or Covid type of situation or for any other reasons the school temporarily closes or stops ILM'S Classes and restarts, the duration of those days is called as **WAITING BENCH PERIOD** with LOP.

B) In case of Covid or Covid type of situation or for any other reasons the school closes or stops ILM'S Classes or ILM stops the classes then ILM will relieve you by paying seven working days' notice pay from the closing date.
4. This CTC may be revised / rearranged at any time based on any changes in the applicable laws.

Part – 2

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

ILM/CI/EML/22-23/003/1.0

Page 3 of 6

PRINCIPAL

SRK INSTITUTE OF TECHNOLOGY



Ref Code: ILM/CI/2022-2023/1745

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

Our Requirements

1. During the preliminary training you will be required to sign an Assignment Agreement to work as a faculty with us for at least one academic year. After the completion of one academic year you can, if you desire, exercise the option to continue as a faculty subject to meeting ILM'S performance criteria.
2. You should also submit your original 10th standard mark sheet to us at the start of the preliminary training.
3. After the preliminary training you should be ready to work anywhere in South India. You can also be short listed by ILM to work in North-Indian states based on your performance during the training.
4. After the preliminary training and signing the employment contract, if you do not report for your assignment or if you discontinue during the assignment without serving the notice period of 30 (Thirty) days you will have to pay us One month's CTC plus applicable taxes if any, towards notice pay recovery. In case if you discontinue during the preliminary training notice pay recovery amount will be on a prorata basis depending on the number of days you attend the training, in the name of "Campus Guide (P) Ltd" or otherwise decided by ILM.

ILM/CI/EML/22-23/003/1.0



Ref Code: ILM/CI/2022-2023/1745

You are required to send us your acceptance letter of the above terms and conditions on or before **12-07-2022** along with following documents: -

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

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

Note: Even though the last date for acceptance is set as **12-07-2022**, you are advised to send your acceptance letter as soon as possible. **ILM reserves the right to decline acceptance letters received, once the targeted numbers of internship vacancies are filled up.**

With Best Wishes

Ghouse Pasha
HRD

ILM/CI/EML/22-23/003/1.0



Ref Code: ILM/CI/2022-2023/1745

Annexure - 1	
CTC Breakup Per Month	
CTC	₹ 19,500
Breakup of the Compensation	
Basic + VDA	₹ 14,583
Special Allowance	₹ 1,325
Performance Based Incentives *	₹ 0
Gross Earnings (1)	₹ 15,908
Take Home	₹ 13,838
Deductions	
Professional Tax	₹ 200
ESI Contribution	₹ 120
PF Contribution (Savings)	₹ 1,750
ILM'S Contribution	
ESI Contribution	₹ 518
PF Contribution (Savings)	₹ 1,750
Bonus (will be paid in / after April)	₹ 1,325
Total (2)	₹ 3,593
Total CTC (1) + (2)	₹ 19,500
Note:	
1. You will be provided free standard outstation accommodation at your place of posting.	
2. Travelling allowance will be paid wherever applicable as per ILM'S policy. (At the place of posting).	
3. * Performance Based Incentives - Variable component based on your performance. (Between ₹ 500/- & ₹ 2000/- per month)	
4. ** Additional Mandatory Incentives - For candidates who get selected and are willing to work in ILM'S notified North Indian states.(Between ₹ 2000/- & ₹ 3000/- per month)	

ILM/CI/2022-2023/1745

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CHENNAI, VIJAYAWADA, COIMBATORE

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.

Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com

12

Aparna Constructions And Estates Pvt. Ltd.
CIN U70109T61996R7CO25330



18 April 2023

To
Mr. Shaik Jilani,
45-11/9D, Brodipet,
Guntur,
Andhra Pradesh-522002.

Dear Mr. Shaik Jilani,

Thank you for evincing interest in getting associated with Aparna group. Consequent to our discussions, we invite you to join the Aparna family in the position of "Graduate Engineer Trainee". Your compensation will be as *per* the agreed terms and conditions during our discussions.

We expect you to join us on 08.05.2023. A formal appointment letter detailing the breakup of your Salary and other terms and conditions will be issued on the day of your joining.

We look forward to a mutually beneficial professional association.

Thanking you,

Very truly yours,
For Aparna Constructions and Estates Private Limited.,

C. Rakesh Reddy
Director

N 802, Mira! Heights, 0 No 64.3521243, Rd e 1, Banjo., NO Is, Hydenbad e 500 034 3ltang/114. hides
PIE 791-404335 7700 Fan: e91e40 2335 2710
7.med : odoewornaccrangifern.tem Urt : wow eaparnaanstry70085.COM

PRINCIPAL
SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

DOC: -SA/TA/Hyd/2023/3275

Date: -1/7/2023

Dear Avutapalli Hemanth

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided

Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th, 12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **8/1/2023**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2023.01.07

Manish Modi
Manager Recruitment



SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

DOC: -SA/TA/Hyd/2023/3276

Date: -1/7/2023

Dear Bogadi Daveedu

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **8/1/2023**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2023.01.07

Manish Modi
Manager Recruitment



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ENIKEPADU, VIJAYAWADA-521 101



Ref Code: ILM/CI/2023-2024/052

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Ms. Budala Spandana

Date: 16-02-2023

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

Professional Growth

a) Preliminary Training:

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

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ENIKEPADU, VIJAYAWADA-521 10

Page 1 of 6

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

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com



Ref Code: ILM/CI/2023-2024/052

b) Academic and Career Growth:

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

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

Personal Growth

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

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



Ref Code: ILM/CI/2023-2024/052

Financial Growth

Part - 1

1. You will be paid ₹ 21,000/- (Rupees Twenty One Thousand only) CTC-Cost to the Company per Month from the date of your reporting to the school. (See Annexure-1-CTC Breakup)
2. You will be provided free standard accommodation at your place of posting from the date you report for your assignment after your preliminary training is completed, if you are posted outside your home town.
3. Travelling allowance (wherever applicable as per ILM'S policy) will be given for those candidates who get placed outside their home state. (Candidates can also opt to stay on their own at their own cost)

4. A) In case of Covid or Covid type of situation or for any other reasons the school temporarily closes or stops ILM'S Classes and restarts, the duration of those days is called as WAITING BENCH PERIOD with LOP.

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

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

Part - 2

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

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

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com



Ref Code: ILM/CI/2023-2024/052

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


Our Requirements

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

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

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com

www.ilmindia.com www.ilm-india.com


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SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108,
Page 4 of 6



Ref Code: ILM/CI/2023-2024/052

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

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

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

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

With Best Wishes

Ghouse Pasha
HRD - Recruitment and Operations

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Page 5 of 6

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



Ref Code: ILM/CI/2023-2024/052

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

ILM/F/023/1.0

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

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ENIKEPADU, VIJAYAWADA-521 108



Annexure – 3
Medical Certificate

Format No: ILM/F/027/1.0

DATE : 31.10.2014

PAGE : 1 of 1

INSTITUTE OF LANGUAGE MANAGEMENT (P) LTD.,

CIN: U22110KA2002PTC031097

CERTIFICATE OF MEDICAL FITNESS

(TO BE SENT ALONG WITH THE ACCEPTANCE LETTER)

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

Name: _____
(In Block Letters)

Father's Name: _____

Blood group/Anemic (Blood Count): _____

Height: _____ Weight: _____

Vision: L: _____ R: _____

Colour Vision: _____

Hearing: _____

Hernia/Hydrocele/Piles: _____

Any other disease diagnosed in past: _____

Allergies, if any _____

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

1. _____

2. _____

3. _____

Any other Remarks: _____

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

Signature of the candidate

Station: _____

Date: _____

Signature of the Medical Officer

with legible seal.

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SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

Letter of Acceptance
To be sent by Registered Post Only

From,

Date:



Pin code:

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

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

Respected Sir,

Sub: Letter of Acceptance.

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

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

I am enclosing the following Documents:

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

Yours faithfully,

Signature of the Applicant

ILM/F/020/1.0


PRINCIPAL

SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

DOC: -SA/TA/Hyd/2023/3326

Date: -1/7/2023

Dear Battula Venkatesh

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **8/1/2023**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2023.01.07

Manish Modi
Manager Recruitment



PRINCIPAL

SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

DOC: -SA/TA/Hyd/2023/3926

Date: -1/7/2023

Dear CH. Bharat V V Roy

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided

Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th, 12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **8/1/2023**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2023.01.07

Manish Modi
Manager Recruitment



PRINCIPAL
SRK INSTITUTE OF TECHNOLOG
ENIKEPADU, VIJAYAWADA-521 101

DOC: -SA/TA/Hyd/2023/3376

Date: -1/7/2023

Dear Jangam Tirupathi

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

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Welcome to Savantis India Family.

Sincerely,

Digitally signed
 by MANISH
 MODI Date:
 2023.01.07

Manish Modi
Manager Recruitment



PRINCIPAL
SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 10E.

Byjus||SelectionforBEPBangaloreSSPONboarding
messages

Kodamala John <john.kboej@gmail.com>

Fri, Jun 16, 2023 at 4:03 PM To:

On Fri, 16 Jun 2023 at 3:57 PM, Aakanksha Bhardwaj <aakanksha.bhardwaj@byjus.com> wrote:



Dear Kodamala John Babu

We are delighted to inform you of your successful completion of Byju's workshop (sales grooming and development program).

The next step in your journey is to participate in an office tour followed by four weeks of on-the-job training. During this period, you will receive a weekly stipend of 2000/week. Additionally, upon joining, you will be provided with a one-time allowance of 2000, separate from the stipend.

Upon successful completion of the four weeks of on-the-job training, you will be offered the role of Business Development Associate (BDA). Initially, your salary for the first three months will be 19000, and starting from the fourth month, your annual package will be 5 LPA + 3 LPA (incentives).

An additional amount of 18000 would be offered only and only if you achieve 3 valid sales with revenue of 85000 only during the four weeks of on-the-job training.

Before joining, it is mandatory to complete the office tour, as it is an essential part of the onboarding process, along with completing the necessary documentation. Once the office tour is completed on Sunday, you will receive a separate email from the onboarding team detailing the onboarding process.

If you have not received any communication regarding the onboarding process, please reach out to your recruiter or the training manager.

Date & Time of Office Tour: {18th June 2023 & 10AM}

Office Tour Address: 1st Floor, Prestige Tech Park, Venus Tower, Block-2C, Kadubeesanahalli Village, Varthur, Hobli, Bangalore East Taluka


PRINCIPAL

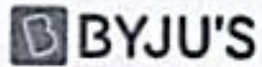
SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 10

Varthur, Hobli, Bangalore East Taluka

All the best!

Regards, Aakanksha Bhardwaj

Central Sales Development team



Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this e-mail, please notify us, preferably by e-mail, and do not read, copy or disseminate the contents of this message to anyone. Whilst we have taken reasonable precautions to ensure that any attachments to this e-mail have been encrypted for viruses, e-mail communication cannot be guaranteed to be secure or error free, as information can be corrupted, intercepted, lost or contain viruses. We do not accept liability for such matters or their consequences.

odamala John <john.kbnj@gmail.com>

Sun, Feb 4, 2024 at 11:02 AM To:

A handwritten signature in green ink, appearing to read 'Principals'.

PRINCIPAL

SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

DOC: -SA/TA/Hyd/2023/3426

Date: -1/7/2023

Dear Kadamati Venkata Ramana

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

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4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **8/1/2023**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MOBI Date:
2023.01.07

Manish Modi
Manager Recruitment



PRINCIPAL

SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

DOC: -SA/TA/Hyd/2023/3526

Date: -1/7/2023

Dear Manchikalapudi Deepthi

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

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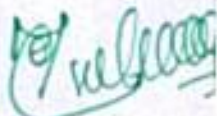
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Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2023.01.07

Manish Modi
Manager Recruitment



PRINCIPAL
SRK INSTITUTE OF TECHNOLOG
ENIKEPADU, VIJAYAWADA-521 101

DOC: -SA/TA/Hyd/2023/4126

Date: -1/7/2023

Dear Mogada Naga Durga Venkata Ganesh

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

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Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2023.01.07

Manish Modi
Manager Recruitment


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ENIKEPADU, VIJAYAWADA-521 108.



Ref Code: ILM/CI/2023-2024/050

ILM'S Educate India Internship (IEID)
OFFER LETTER

To,
Ms. Puranam Lakshmi Sravani

Date: 16-02-2023

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

Professional Growth

a) Preliminary Training:

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


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

Page 1 of 6



Ref Code: ILM/CI/2023-2024/050

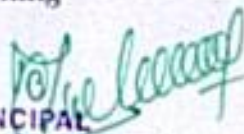
b) Academic and Career Growth:

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

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

Personal Growth

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


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

Page 2 of 6



Ref Code: ILM/CI/2023-2024/050

Financial Growth

Part - 1

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

Part - 2

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

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

Page 3 of 6



Ref Code: ILM/CI/2023-2024/050

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

Our Requirements

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

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

Page 4 of 6

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com

www.ilmindia.com www.ilm-india.com



Ref Code: ILM/CI/2023-2024/050

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

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

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

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

With Best Wishes

Ghouse Pasha
HRD - Recruitment and Operations

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ENIKEPADU, VIJAYAWADA-521 108.

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

Page 5 of 6



Ref Code: ILM/CI/2023-2024/050

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

ILM/F/023/1.0

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ENIKEPADU, VIJAYAWADA-521 106.

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

Page 6 of 6



Annexure – 3
Medical Certificate

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

INSTITUTE OF LANGUAGE MANAGEMENT (P) LTD.,

CIN: U22110KA2002PTC031097

CERTIFICATE OF MEDICAL FITNESS

(TO BE SENT ALONG WITH THE ACCEPTANCE LETTER)

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

Name: _____
(In Block Letters)

Father's Name: _____

Blood group/Anemic (Blood Count): _____

Height: _____ Weight: _____

Vision: L: _____ R: _____

Colour Vision: _____

Hearing: _____

Hernia/Hydrocele/Piles: _____

Any other disease diagnosed in past: _____

Allergies, if any _____

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

1. _____

2. _____

3. _____

Any other Remarks: _____

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

Signature of the candidate

Station: _____

Date: _____

Signature of the Medical Officer

with legible seal.

PRINCIPAL

SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

Letter of Acceptance
To be sent by Registered Post Only

From,

Date:

Affix your Photo

Pin code:

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

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

Respected Sir,

Sub: Letter of Acceptance.

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

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


I am enclosing the following Documents:

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

Yours faithfully,

Signature of the Applicant

ILM/F/020/1.0


PRINCIPAL
SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

Date: 29/06/2022

Tati Kusuma
D/O Venkata Rao M2-135,
Chinna Ogirala
Vuyyuru, Krishna 521245

Trainee ID: S02385

Dear Tati Kusuma

NEEM Trainee Contract Letter

We are pleased to engage you as **NEEM Trainee** subject to the following terms and conditions:

1. The period of training shall be **Thirty Six** months with start date **29/06/2022** and end date **28/06/2025**.
2. It shall not be obligatory on our part or of the Establishment / Company wherein you will undergo the on the job training to offer any employment to you during or on successful completion of your training period. As a NEEM Trainee undergoing training in the establishment, you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to you or in relation to you and your on the job training shall be solely governed by the provisions of All India Council for Technical Educational [National Employability Enhancement Mission (NEEM)] Regulations 2017.
3. You shall be given on the job training with **Sundram Fasteners Limited, Velappanchavadi** for the above mentioned period. You will be imparted training in shifts according to normal hours of work of the establishment to which you are attached for training.
4. During the tenure of your training, you shall abide by the rules and regulations from time to time as intimated to you by us and / or the Establishment wherein you will undergo on the job training including but not limited to all matters of conduct, discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of, your Training during the period of the NEEM TRAINING in the proforma given by TVS Educational Society.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to TVS Educational Society as cost of training such amount as may be determined by TVS Educational Society. In such event, you shall not be entitled to enter into another contract of training.

PRINCIPAL

SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108,

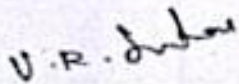
8. Either party may terminate this contract by issuing 30 Days' Notice In writing or payment thereof,
9. The Contract of Training can be terminated without compensation payment to you:
 - a. If you secure gainful employment (on production of copy of the appointment letter); and
 - b. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/surgeon attached to any Government Hospital).
10. During the period of Training, you shall be entitled to a Consolidated Stipend of **Rs.140701-** per month. You hereby authorize TVS Educational Society to make all payment required to be made to you either by way of cheque or by directly crediting the amount to your bank account.
11. You can also earn Attendance Incentive of **Rs.500/-** per month if you attend for On the Job training on all the scheduled training days during a month.
12. You will not be entitled to any other emoluments or payments during the period of training.
13. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.
14. TVS Educational Society will formulate a "Training Program" for training the NEEM Trainees and shall make suitable arrangements for facilitating the same.
15. The Stipend for a particular month shall be paid on or before 10th of the following month.
16. Any disagreement or dispute between TVS Educational Society and the NEEM Trainee arising out of the terms and conditions of this Contract or incidental or ancillary thereto, shall be referred to and Governed by the provisions of the terms laid under the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations 2017.

ENDORSEMENT

I hereby confirm the acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by TVS Educational Society or any guarantee of employment. Also, I confirm that I am accepting this contract letter after understanding the clauses mentioned above and it will be conclusive proof of my acceptance to this letter.

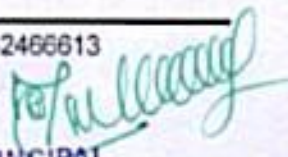
For TVS Educational Society

Accepted and Agreed


Authorised Signatory

Signature & Date
(Tati Kusuma)

Jayalakshmi Estate, 29, Haddows Road, Chennai - 600 006. Tamilnadu Phone : 044 - 42466613


PRINCIPAL
SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

DOC: -SA/TA/Hyd/2023/3576

Date: -1/7/2023

Dear Tirumalasetti Rakesh

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **8/1/2023**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2023.01.07

Manish Modi
Manager Recruitment



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SRK INSTITUTE OF TECHNOLOG
ENIKEPADU, VIJAYAWADA-521 10



Ref Code: ILM/CI/2023-2024/053

ILM'S Educate India Internship (IEII)
OFFER LETTER

To,
Ms. Vogeti Lavanya

Date: 16-02-2023

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

Professional Growth

a) Preliminary Training:

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

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ENIKEPADU, VIJAYAWADA-521 109.

Page 1 of 6

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



Ref Code: ILM/CI/2023-2024/053

b) Academic and Career Growth:

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

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

Personal Growth

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

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

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SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

Page 2 of 6



Ref Code: ILM/CI/2023-2024/053

Financial Growth

Part - 1

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

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

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

Part - 2

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

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



Ref Code: ILM/CI/2023-2024/053

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

Our Requirements

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

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ENIKEPADU, VIJAYAWADA-521 108.

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

Page 4 of 6



Ref Code: ILM/CI/2023-2024/053

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

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

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

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

With Best Wishes

Ghouse Pasha
HRD - Recruitment and Operations

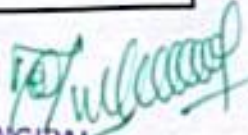
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SRK INSTITUTE OF TECHNOLOG
ENIKEPADU, VIJAYAWADA-521 108



Ref Code: ILM/CI/2023-2024/053

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

ILM/F/023/1.0


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ENIKEPADU, VIJAYAWADA-521 108.

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

Page 6 of 6

48 / 49 / 50, 'Ashok Plaza', 2nd & 3rd Floors, Gandhi Bazaar Main Road, Basavanagudi, Bangalore-560 004.
Phone : 080-26606816, 26606846, 42181313 | E-mail : admin@ilmindia.com



**Annexure – 3
Medical Certificate**

Format No: ILM/F/027/1.0

DATE : 31.10.2014

PAGE : 1 of 1

INSTITUTE OF LANGUAGE MANAGEMENT (P) LTD.,

CIN: U22110KA2002PTC031097

CERTIFICATE OF MEDICAL FITNESS

(TO BE SENT ALONG WITH THE ACCEPTANCE LETTER)

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

Name: _____
(In Block Letters)

Father's Name: _____

Blood group/Anemic (Blood Count): _____

Height: _____ Weight: _____

Vision: L: _____ R: _____

Colour Vision: _____

Hearing: _____

Hernia/Hydrocele/Piles: _____

Any other disease diagnosed in past: _____

Allergies, if any _____

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

1. _____

2. _____

3. _____

Any other Remarks: _____

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

Signature of the candidate

Station: _____

Date: _____

Signature of the Medical Officer

with legible seal.


PRINCIPAL

SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 103,

Letter of Acceptance
To be sent by Registered Post Only

From,

Date:



Pin code:

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

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

Respected Sir,

Sub: Letter of Acceptance.

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

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

I am enclosing the following Documents:

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

Yours faithfully,

Signature of the Applicant

ILM/F/020/1.0


PRINCIPAL
SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

DOC: -SA/TA/Hyd/2023/3626

Date: -1/7/2023

Dear Yagati Prasad

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
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3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **8/1/2023**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2023.01.07

Manish Modi
Manager Recruitment


PRINCIPAL
SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

DOC: -SA/TA/Hyd/2023/3676

Date: -1/7/2023

Dear Jammalamudi Sallaja

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

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Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2023.01.07

Manish Modi
Manager Recruitment


PRINCIPAL

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ENIKEPADU, VIJAYAWADA-521 108.

DOC: -SA/TA/Hyd/2023/3726

Date: -1/7/2023

Dear Parachuri Mounika

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

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Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2023.01.07

Manish Modi
Manager Recruitment


PRINCIPAL
SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

DOC: -SA/TA/Hyd/2023/3776

Date: -1/7/2023

Dear Niketh Matta

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

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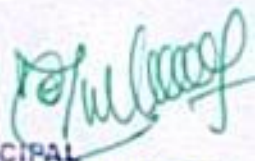
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Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2023.01.07

Manish Modi
Manager Recruitment



PRINCIPAL

SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.

DOC: -SA/TA/Hyd/2023/3826

Date: -1/7/2023

Dear Shaik Nagurbhasha

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

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Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2023.01.07

Manish Modi
Manager Recruitment


PRINCIPAL
SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.



genpact

Transformation
Happens Here

HIG014339-7055504

Date: August 2, 2023
Dear: S Gnaneswara Rao

Sub: Letter of Intent

Congratulations! You have been selected by Genpact India Pvt. Ltd. ("the Company") as Process Associate.

You will be issued a letter of appointment upon meeting the pre requisites as mentioned below. Meanwhile, the Company is pleased to issue the following letter of intent.

Salient terms and conditions of your appointment with the Company are as follows.

1. Your annual Cost to Company (CTC) will be INR 240,000.00. Variable component is additional and is paid in addition to your CTC.
2. Applicability of Location specific allowances may vary according to location and/or the Company policy. Company may provide facilities in lieu of these allowances.
3. Your initial place of work will be India>Hyderabad>Hyderabad Phoenix Hafeezpet IN - Office. However, the Company may transfer you to any location/process on a need basis.
4. Post consultation with you, the following has been agreed upon:

- Date of Joining: August 28, 2023
- Reporting Time: 9:00:00 AM
- Location: India>Hyderabad>Hyderabad Phoenix Hafeezpet IN - Office

Locations	On-boarding reporting time**	Genpact Office Address
NCR	10:30	Stellar 135 Building, Plot No 5 and 6, Sec-135, Noida, 201301, U.P., 7th Floor, On-boarding Room, Noida
HYD	10:00	Genpact, Security In Gate no 3, 14-45, IDA, opp NGRI, Habsiguda, Uppal, Hyd-500009
JPR	9:30	Genpact India, JLN Marg, Malviya Nagar, Jaipur (NHO Room)
BLR	9:00	Genpact, # 99, Surya Park, Electronic City, Bangalore - 560100
KOL	10:00	Genpact India Unitech Hi Tech Structures Ltd. - IT/ITeS SEZ Building C1, 1st Floor Infospace Complex, DH 1, 2, 3 & 3/1, New Town Kolkata

**In order to experience a smooth Onboarding, please reach the venue on time

5. If at the time of joining, your assigned place of work is different from your current location ("Relocation"), the Company Guest House can be availed by you. The Guest house can be availed for a maximum period of 15 calendar days. The Company shall, in lieu of the accommodation provided, make a monthly deduction of Rs.250 for a period of 24 months. Further, in case of termination of employment by either party, before such amount has been fully recovered by the Company, the Company shall deduct the balance amount from your full and final settlement.*

Genpact India Private Limited
CIN: U73100DL2005PTC307363
Regd. Off.: 12A (Ground Floor) Prakash Deep Building 7,
Tolstoy Marg, New Delhi-110001

PRINCIPAL
SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 10



genpact

Transformation
Happens Here

6. You shall be required to provide the Company all documents and information as set forth in Annexure I of this letter of Intent.
7. The Company will be working 7 days a week, 24 hours a day. Your shift timings may vary as per business requirement will be duly communicated to you in advance. You will be expected to attend office week unless otherwise required or communicated by the Company, except while travelling on business – as assigned to you by your supervisors. Weekly offs and holidays will be governed as per applicable legislations and the relevant Company Policies.
8. You will be entitled to leaves subject to prior approval of your supervisor/manager at the Company. Your leave entitlement and accumulation / carry-forward of leave and related aspects will be governed as per the existing Company Policy on the subject.
9. Please note you have agreed that you shall provide Genpact the Relieving Letter (if applicable) from our previous employer within 60 days from time of joining the company, failing which your employment with Genpact shall be terminated. Such termination will be without prejudice to the Company's right to proceed against you through legal means to recover any other amounts due from you to the Company.
10. The Company shall, at its discretion, conduct background, reference and medical checks including screens for substance use as per the Company policy and this offer is conditional upon the result of such checks. In the event the results of such background / reference checks or screens for substance use are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer at any time irrespective of the fact that you may have formally commenced your training/employment with the Company.
11. The appointment letter issued to you, will, inter alia, contain the following terms
 - A six month probation period during which either party may terminate the Agreement by giving 30 day notice or salary in lieu thereof. Your services at the end of probation period shall be treated as confirmed unless specifically extended by the Company in writing.
 - Absence for a continuous period of eight days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you, all expenses incurred with regard to any training and development, special education, upskilling or on the job training imparted by the Company or damages suffered by Company due to loss of billing.

PRINCIPAL

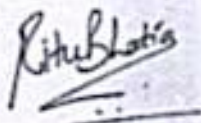
SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108

12. This letter of intent is valid for September 27, 2023 from the date of issue unless otherwise specified. In case any terms or conditions are not met, this letter of intent will be considered automatically withdrawn without any obligation on part of the Company.

13. To be filled by the hiring team :Is availability of Valid passport is a precondition for employment Yes () No () Kindly sign and Initial each page of this letter and return a copy in acceptance. We welcome you and wish you every success in your career with Genpact.

For Genpact India Pvt. Ltd.

Accepted and Agreed



Syed Navreen

Ritu Bhatia
Senior Vice President-HR

In case of any questions / clarifications regarding your appointment letter/joining/other queries, please contact Pritpal Singh between 11 am to 7 pm (Monday to Friday)

Genpact India Private Limited
CIN: U73100DL2005PTC307363
Regd. Off.: 12A (Ground Floor) Prakash Deep Building 7,
Tolstoy Marg, New Delhi-110001



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Annexure I

Listed below are the mandatory documents (in photocopy) you are required to furnish at the time of joining.

1. Professional Relieving letter from previous employer (last employment) only.
 2. If already a member of a provident fund (PF) scheme with previous employer, then;
 - a. Employer's name
 - b. Provident Fund account number from your previous employer
 - c. Universal account number provided by your previous employer
 - d. Employee Pension number provided by your previous employerOR
 - e. Date of joining & leaving from previous employer
 - f. Copy of Passport in case of International Workers(it should contain Nationality, Passport number, Country of issue, Date of issue, Valid up to)
 3. Below mentioned KYC (Know Your Customer) Documents
 - a. Copy of PAN
 - b. Copy of Aadhaar Card.
 - c. Signed Cancelled Cheque with your name printed on it (In case your name is not printed on the Cheque, please attach last 3 months bank statement along with the Cheque)
 4. If your salary is less than or equal to the applicable limit mentioned in the ESI Act, 1948[1] you will need to enroll for ESIC (Employee State Insurance Corporation) which is a Govt. regulation therefore please carry,
 - a. 3 Post card size (4X7) photographs of yourselfOr
 - b. If you would like your family covered Family group Photograph of immediate family (4X7, 3 Copies of the same photograph), only members in the photo will be covered, Photos should be clear and have only your immediate family who are your dependents,
- *Please check the company policy for the applicable limit
5. 4 recent Passport size Photograph
 - a. One for Genpact ID card
 - b. One for opening a new account if you do not have an one with ICICI/HDFC/Axis
 - c. Two for PAN card application if you do not have one

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ANNEXURE - II
COMPENSATION DETAILS

NAME	S Ganeswara Rao
BAND	5A
DESIGNATION	Process Associate
LOCATION	India>Hyderabad>Hyderabad Phoenix Hafeezpet IN - Office
COMPONENTS	AMOUNT (PER ANNUM)
BASIC PAY	214,286.00
EMPLOYER CONTRIBUTION TO PF	25,714.00
HOUSING RENT ALLOWANCE	0.00
FIXED PAY	240,000.00
ANNUAL PERFORMANCE BONUS*(APB)	7200
PERFORMANCE/PRODUCTION LINKED INCENTIVE(VIC)**	AMOUNT (PER ANNUM)
Best Performer	48,000.00
Average Performer	18,000.00
Low Performer	0.00
Total Earning Potential	Amount (Per Annum)
Best Performer	295,200.00
Average Performer	265,200.00
Low Performer	247,200.00
Benefits	Amount (Per Annum)
Life Insurance	3 times of your Annual Fixed Pay or INR 14,00,000.00/- (whichever is higher)
Employee Deposit Linked Insurance Scheme(EDLIS)	As per Act
Personal Accident/Disability Insurance (For Employee)	3 times of your Annual Fixed Pay or INR 14,00,000/- (whichever is higher)
Medical Insurance (For Employee)	100,000.00
Interest Free Soft Loan (Post 6 Months)	10,000.00
Out Patient Medical Facilities at Office	Free

For Genpact India Pvt. Ltd.

Ritu Bhatia
Senior Vice President-HR

Accepted and Agreed

Syed Navreen

Genpact India Private Limited

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Company Contribution ESIC	As per Act
Gratuity	10,302.00
Other Attractions	
Parichay (Employee Referral Scheme)	As Per Scheme
Rewards & Recognition	As Per Performance
Education@Work : Professional Advancement Programs	As Per Scheme
Concierge Services	Subsidized Rates

Notes:

* The APB amount mentioned above reflects indicative average payouts for your band. The eligibility for APB will depend on the performance of Genpact and your performance as per the company policy and the Performance Management System (For example, employees who are rated as "Least Effective" are not eligible for APB) An eligible employee will be paid APB at fixed rates in March/ April for the preceding calendar year (January - December) and the same will be prorated based on the date of joining.

**Performance Linked Incentive mentioned above is an indicative average amount possible for the said performance level. Eligibility for such incentives, actual amount and payout timelines may vary with business/Process. For Employees who are not on Performance Linked Incentive Plan (VIC), the Company will pay a different Annual Performance Bonus (APB) in such cases; Annual Performance Bonus potential is similar to the indicative Average Performance Linked Incentives as mentioned in table above.

- The aggregate of all bonus payouts paid to you during an accounting year including APB, VIC (if any) and other bonus payouts (if any) shall be in lieu of profit based bonus (if any) payable to you for such accounting year under Section 31A of the Payment of Bonus Act, 1961 ("PBA") (if applicable).
- In the event that the PBA is applicable to you and the aggregate of APB, VIC (if any) and any other bonus payout made to you during the year is less than the stipulated payout mentioned in the PBA, for such accounting year, Genpact will pay you the difference at a later date. You are not entitled to any bonus payout other than those mentioned above, either under applicable laws or as per your employment terms with Genpact. All amounts payable to you will be after deduction of applicable taxes.
- Genpact provides the maternity benefits as per the Maternity Benefits Act, 1961, to all its eligible female employees. Basis the applicability of the Act and eligibility, you shall receive paid maternity leave, entitlements and other benefits available under the Acts and the Rules, therein, as more specifically mentioned in the Policies of the Company.
- Any revision to your annual compensation will be effective from April of the subsequent year if your date of joining is September 30 or earlier. If your date of joining is between October 1 and December 31, you will not be eligible for compensation review in the forthcoming year. You will, however, be eligible to participate in the compensation review process in the year after and therefore, your remuneration has been fixed after due consideration of the foregoing.
- The Company reviews its compensation structure and policies from time to time. The compensation structure and benefits offered to you in this letter are subject to change and will be communicated to you when such change becomes applicable.
- Any employee deduction will be governed by applicable legislations and prevalent Company Policy and will be subject to change.

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Dear S Ganeswara Rao

Welcome to Genpact!

This letter is in furtherance to your Offer Letter / LOI / Appointment Letter dated August 2, 2023. In order to make your on-boarding to Genpact seamless and compliant with the various laws related to Provident Fund (PF) and Employees' State Insurance (ESIC), it is mandatory for you to submit the below mentioned documents and details before/on your joining date:

- Copy of recently downloaded E-Aadhaar Card
- Copy of confirmation screenshot of KYC verification on Aadhaar from the member portal*
- Copy of self-attested cancelled cheque (**if you are eligible for ESIC enrolment as per government norms)
- Copy of E-Aadhaar card for dependents and nominees for ESIC
- Insured Person number (**IP number) of any existing ESIC account where you are enrolled, in case you were eligible for ESIC benefit in your previous organization.
- Active Mobile number

* SOPs to facilitate e-KYC confirmation from the member portal have been attached with this communication.

**The ESI section are applicable only for the employees whose CTC is not exceeding beyond 2.6 lakhs which does not include overtime, bonus, leave encashment are liable to avail this scheme. if your CTC is more than 2.6 lakhs. you may ignore the same.

The above documents/details are required and shall be obtained, stored and processed by Genpact strictly on a need to know basis as required for statutory requirements pertaining to compensation and benefits. Your records and information will be kept secure and handled strictly in accordance with the Genpact Data Privacy Policy.

We would encourage you to refer to the Standard Operating Procedure (SOP) attached here with, for help and guidance in procuring the above documents/details. [Click Here](#)

Wishing you all the best!

Note: Failure to furnish the above-mentioned documents and details at the time of joining might lead to delay in your joining date

Please sign and return a copy of this letter to confirm your understanding and agreement to the requirements of your onboarding as stated above, which are in addition to those as may be provided in your Offer Letter / LOI / Appointment Letter and other communications from time to time.

Regards,
Genpact Hiring Team

Accepted and Agreed

Syed Navreen

Genpact India Private Limited

CIN: U73100DL2005PTC307363

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Building 7,

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Ref Code: ILM/CI/2023-2024/051

**ILM'S Educate India Internship (IEII)
OFFER LETTER**

To,
Ms. Cherukula Venkata Lakshmi

Date: 16-02-2023

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

Professional Growth


a) Preliminary Training:

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

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

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Ref Code: ILM/CI/2023-2024/051

b) Academic and Career Growth:

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

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

Personal Growth

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

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Financial Growth

Part - 1

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

Part - 2

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

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

Our Requirements

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

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

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

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

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

With Best Wishes

Ghouse Pasha
HRD - Recruitment and Operations

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

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

ILM/F/023/1.0

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Page 6 of 6

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**Annexure – 3
Medical Certificate**

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

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

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

Name: _____
(In Block Letters)

Father's Name: _____

Blood group/Anemic (Blood Count): _____

Height: _____ Weight: _____

Vision: L: _____ R: _____

Colour Vision: _____

Hearing: _____

Hernia/Hydrocele/Piles: _____

Any other disease diagnosed in past: _____

Allergies, if any _____

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

1. _____

2. _____

3. _____

Any other Remarks: _____

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

Signature of the candidate

Station: _____

Date: _____

Signature of the Medical Officer

with legible seal.

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Letter of Acceptance
To be sent by Registered Post Only

From,

Date:



Pin code:

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

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

Respected Sir,

Sub: Letter of Acceptance.

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

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

I am enclosing the following Documents:

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

Yours faithfully,

Signature of the Applicant

ILM/F/020/1.0

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GHP INDIA SERVICES PVT. LTD
B-506, 5TH FLOOR, LOGIX TECHNOVA PARK SECTOR - 132,
NOIDA EXPRESSWAY

APPOINTMENT LETTER

Emp ID: 20000322
Name: D Venkata Sandeep
Department: PID

Working Place: Panel Optodisplay Technology (P)Ltd., Renigunta (TCL)

1- We are giving herewith the contract terms and conditions and wages and salary details. All the benefits of the contract will be considered to you. As per the contract terms & conditions you are appointed as an employee with our customer's company (at Tirupati). If you need any clarifications, kindly contact our Contract Supervisor.

1-పని చేసే స్థలం: ప్యానెల్ ఆఫ్ డిస్ప్లై టెక్నాలజీ (P)Ltd., రేణిగుంట (TCL)
మేము కాంట్రాక్ట్ నిబంధనలు మరియు షరతులు మరియు వేతనాలు మరియు జీతం వివరాలను ఇక్కడ ఇస్తున్నాము. యొక్క ఒప్పందం మీకు పరిగణించబడుతుంది. కాంట్రాక్ట్ నిబంధనలు & షరతుల ప్రకారం మీరు ఒక వ్యక్తిగా నియమించబడ్డారు మా కస్టమర్ కంపెనీలో ఉద్యోగి (తిరుపతిలో). మీకు ఏదైనా వివరాలు కావాలంటే, దయచేసి మమ్మల్ని సంప్రదించండి కాంట్రాక్ట్ సూపర్ వైజర్.

2-GHP INDIA SERVICES PVT. LTD, company is the Man Power Company. We appoint the workers as per the requirement of factories or companies. Hence you are requested to go through the terms and conditions give your acceptance, you are advised to follow the guidelines of our Supervisors while working at our customer company (at Tirupati).

2-GHP INDIA SERVICES PVT. LTD, కంపెనీ మ్యాన్ పవర్ కంపెనీ. నిబంధనల ప్రకారం కార్యకర్తలను నియమిస్తూ కర్మాగారాలు లేదా కంపెనీల అవసరం. కాబట్టి మీరు నిబంధనలు మరియు షరతుల ద్వారా వెళ్ళవలసిందిగా ఆర్డర్ చేయండి. మీ అంగీకారాన్ని ఇవ్వండి, మా వద్ద పని చేస్తున్నప్పుడు మా సూపర్ వైజర్ల మార్గదర్శకాలను అనుసరించమని మీకు సలహా కస్టమర్ కంపెనీ (తిరుపతిలో).

3-You will avail your salary on or before 7th of every month and your monthly salary will be as per the norms of Government minimum wages act. (skilled, semiskilled& unskilled) of AP Government (Basic + DA= Rs._12214/-).

3-మీరు మీ జీతం ప్రతి నెలా 7వ తేదీ లేదా అంతకు ముందు పొందుతారు మరియు మీ నెలవారీ జీతం ప్రకారం ఉంటుంది ప్రభుత్వ కనీస వేతనాల చట్టం యొక్క నిబంధనలు. AP ప్రభుత్వం యొక్క (నైపుణ్యం, సెమీస్కిల్డ్ & అన్ స్కిల్డ్) (ప్రాథమిక DA= రూ.12214/-).

4-According to 1952 Provident Fund Act, 12% of your salary will be deducted, additionally 12% of amount will be added from company, and altogether we will pay to Govt., Provident Fund department on your behalf. As per the 23rd Provident Fund, you will get a receipt of payment for the paid amount of PF as per government suggested interest.

4-"1952 ప్రావిడెంట్ ఫండ్ చట్టం ప్రకారం, మీ జీతంలో 12% మినహాయించబడుతుంది, అదనంగా 12% కంపెనీ నుండి మొత్తం జోడించబడుతుంది మరియు మొత్తంగా మేము ప్రభుత్వం, ప్రావిడెంట్ ఫండ్ విభాగానికి చెల్లిస్తాము మీ తరఫున. 23వ ప్రావిడెంట్ ఫండ్ ప్రకారం, మీరు PF చెల్లించిన మొత్తానికి చెల్లింపు రసీదుని పొందుతారు ప్రభుత్వం సూచించిన వడ్డీ ప్రకారం."


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కంపెనీలో రాజీనామా చేయడానికి ఒక నెల ముందు నోటీసుకు అదే విషయాన్ని తెలియజేయాలని నూచించారు. అన్ని వివరాలు మీకు వివరించబడతాయి. కంపెనీ నుండి నిష్క్రమించే ముందు, మీరు కంపెనీకి చెందిన అన్ని షెట్టిరియల్లను సర్టిఫైడ్ చేయాలి.

14-As per the Annual Payment Act, a pay slip will be provided to you, which includes your name, designation, days of work, days of O.T., the deductions details and your net salary will be printed in English and one of the regional language.

14-వార్షిక చెల్లింపు చట్టం ప్రకారం, మీకు పే స్లిప్ అందించబడుతుంది, ఇందులో మీ పేరు, హోదా, పని రోజులు, O.T., తగ్గింపుల వివరాలు మరియు మీ నికర జీతం ఇంగ్లీషులో ముద్రించబడతాయి మరియు వాటిలో ఒకటి

15-Your working time will be registered through Bio Metric Machine. An identity card will be provided to you, through that card your entry and exit time will be calculated.

15-మీ పని సమయం బయో మెట్రిక్ మెషిన్ ద్వారా నమోదు చేయబడుతుంది. మీకు గుర్తింపు కార్డు అందించబడుతుంది.

ఆ కార్డు ద్వారా మీ ప్రవేశ మరియు నిష్క్రమణ సమయం లెక్కించబడుతుంది.

16-The company will give assurance for safety and protection, before you enter into the working station. You are requested to utilize the safety tools as your duty.

16-మీరు వర్కింగ్ స్టేషన్లోకి ప్రవేశించే ముందు కంపెనీ భద్రత మరియు రక్షణ కోసం హామీ ఇస్తుంది. మీరు మీ విధిగా భద్రతా సాధనాలను ఉపయోగించమని అభ్యర్థించారు.

17-You are advised that you should not share the skills and technical mysteries with others at any cost. If any mistakes happened through you will undergone statutory disciplinary action.

17-మీరు నైపుణ్యాలు మరియు సాంకేతిక రహస్యాలను ఇతరులతో ఎట్టిపరిస్థితుల్లోనూ పంచుకోవద్దని సలహా ఇస్తున్నారు మీ ద్వారా జరిగిన తప్పులు చట్టబద్ధమైన క్రమశిక్షణా చర్యకు లోనవుతాయి.

18-if you continuously absent for 5 days without information then you will be terminated.

18-మీరు సమాచారం లేకుండా 5 రోజులు నిరంతరం గైర్జాబ్ లైట్, మీరు రద్దు చేయబడతారు.

19-Company will not admit you to dishonour with your co-employee through giving mental stress, sexual harassments. In case any reports arise or received by the company, the company will take statutory disciplinary action against the person. If you felt any reports feel free to share with our supervisors or company officials whether direct or written petition. The company will do transparent enquiry and do the

19-మానసిక ఒత్తిడి, లైంగిక వేధింపుల ద్వారా మీ సహ-ఉద్యోగి అగౌరవపరిచేందుకు కంపెనీ మిమ్మల్ని అంగీకరించదు వేధింపులు, కంపెనీకి ఏనైనా నివేదికలు వచ్చినప్పుడు లేదా స్వీకరించినట్లయితే, కంపెనీ చట్టబద్ధంగా తీసుకుంటుంది

వ్యక్తిపై క్రమశిక్షణా చర్య. మీకు ఏనైనా నివేదికలు ఉన్నట్లు అనిపిస్తే, మా సూపర్ వైజర్లతో భాగస్వామ్యం చేయడానికి సంకేతం

కంపెనీ అధికారులు నేరుగా లేదా వ్రాతపూర్వక పిటిషన్. కంపెనీ పారదర్శకంగా విచారణ జరిపి ఫూర్తి చేస్తుంది

బాధిత ప్రజలకు న్యాయం చేయండి.

20-You have to prove your age will be completed 18 years while joining in our company through providing necessary documents like a Xerox copy of Transfer Certificates, Mark Sheets or any other ID proof. In

case, if it's proved that you have submitted duplicate documents, we can take statutory actions against you.

20-మీరు అందించడం ద్వారా మా కంపెనీలో చేరటప్పుడు మీ వయస్సు 18 సంవత్సరాలు నిండినట్లు నిరూపించుకోవాలి

బదిలీ సర్టిఫికేట్ల జరాక్స్ కాపీ, మార్క్ షీట్లు లేదా ఏదైనా ఇతర ID రుజువు వంటి అవసరమైన పత్రాలు. లో ఒకవేళ, మీరు నకిలీ పత్రాలను సమర్పించినట్లు రుజువు చేస్తే, మేము వారిపై చట్టబద్ధమైన చర్యలు తీసుకోవచ్చు

నున్నా.

21-In addition to the labour acts, the amendments and acts issued by the governments will be intimated to you in time.

21-కార్మిక చట్టాలతో పాటు, ప్రభుత్వాలు జారీ చేసిన సవరణలు మరియు చట్టాలకు తెలియజేయబడుతుంది మీరు సమయానికి.



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22-I have read all the terms and conditions and understood, I accept the rules and herewith I have signed.

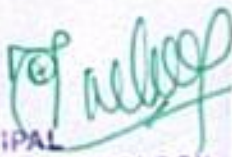
22-నేను అన్ని నిబంధనలు మరియు షరతులను చదివి అర్థం చేసుకున్నాను. నేను నిబంధనలను అంగీకరిస్తున్నాను మరియు

Employee Signature(ఇదేదేగి సంతకం):

Date: (తేదీ:)

(Name of the person who dictated the terms and conditions) (నిబంధనలు మరియు షరతులను నిర్దేశించిన వ్యక్తి

(Shri / Shrimati) (శ్రీ / శ్రీమతి) _____



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GHP IDENTIFICATION CARD

GHP INDIA SERVICES PVT. LTD.



EMP. ID : 20000322
Name : D. Venkata Sundeep
Designation : Jr. Technician
Location :
Blood Group : A⁺
D.O.B : 23-01-83

Authorized Signatory

2000322

D. Venkata Sundeep

AD

3787
47449207
004095961062

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SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108

DOC: -SA/TA/Hyd/2023/3876

Date: -1/7/2023

Dear Vankudavath Sai Kumar Naik

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training.

Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be **Hyderabad**. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

On the first day of training, you need to bring self-attested photocopy and original documents of following documents for verifications and records.

1. Birth Certificates.
2. Original and self attested copy of all Academic certificates starting from 10th,12th and Graduation along with marksheet.
3. ID Proof (Voter ID/ Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on **8/1/2023**. Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2023.01.07

Manish Modi
Manager Recruitment



PRINCIPAL

SRK INSTITUTE OF TECHNOLOG

BIHEKAPADU, VIJAYAWADA-521 101

DOC: -SA/TA/Hyd/2023/3976

Date: -1/7/2023

Dear Kodamala John babu

Subject: -Conditional LOI

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Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2023.01.07

Manish Modi
Manager Recruitment



PRINCIPAL
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ENIKEPADU, VIJAYAWADA-521 108.

DOC: - SA/TA/Hyd/2023/3274

Date: -1/7/2023

Dear P.Lakshmi Sravan!

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with Savantis India.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

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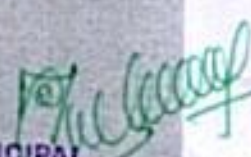
The training will commence on **8/1/2023** Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH
MOI Dater 2023.01.07

Manish Modi
Manager Recruitment


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SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 108.



XLTECK - SHIVAAN TECHNOLOGIES OPC PVT

11A, OURZONE, GAMING ARENA, TADEPALLE, GUNTUR (DT) 522501
info@xlteck.com; www.xlteck.com; 8142550968



DATE-01/03/2023

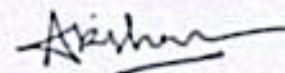
TO

V. Lavanya.

Congratulations!!!

Welcome to the family of "XLTECK" (An Organization registered with the name SHIVAAN TECHNOLOGIES OPC PVT LTD) As per the conversation we made with you during the period in the interview. We are happy to offer you the position of "Sr. Software Developer" with a pay package 2.3 - 3.5 LPA your joining date will be on 15th day of May 2023. In training period, Rs.15000 stipend will be provided.

Please, kindly accept the offer.


HR SIGNATURE





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SRK INSTITUTE OF TECHNOLOGY
ENIKEPADU, VIJAYAWADA-521 109.

DOC: - SA/TA/Hyd/2023/3275

Date: -1/7/2023

Dear V.Lavanya

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst with Savantis India**.

Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

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Welcome to Savantis India Family.

Sincerely,

Digitally signed by MANISH
MODI Date: 2023.01.07

Manish Modi
Manager Recruitment